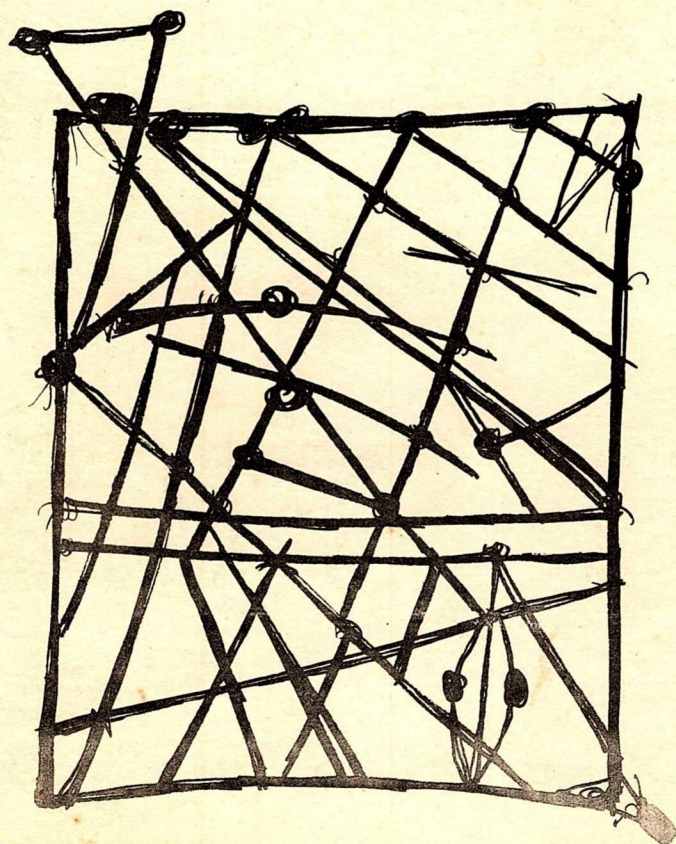


PEACE CORPS MICRONESIA
HANDBOOK



PEACE CORPS MICRONESIA HANDBOOK

A FEW WORDS...

You are in a unique Peace Corps program, the only one where we've been invited to assist in an area administered by the U.S. But on behalf of the Micronesian people. This duality adds a new dimension to our task, calls for responsible awareness.

Micronesia, under the United Nations trusteeship terms, is following a path towards self-determination. So it is not only working to resolve problems similar to all developing nations, but at the same time is seeking its own national identity.

Peace Corps is very young in its service to Micronesia. There is still much that is developmental in our own efforts to serve the people.

So the footsteps you follow as a Volunteer are pretty much your own.

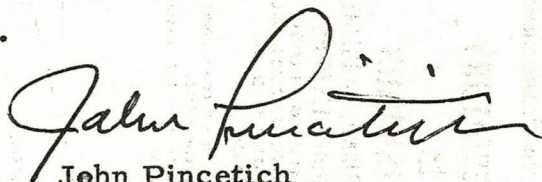
But the path is marked by the good works of many good people who, in differing roles, have long been of selfless service to Micronesians. You come not to rescue nor revolutionize, but to serve, in the Peace Corps way.

Because this is an island society, Peace Corps/Micronesia is on parade, perhaps more so than in any other country. Islands create insularity, a turning inward, which tends to magnify all aspects of life. So your conduct, your dress, your performance in Micronesia, be it in District Center or on an atoll, is highly visible. This calls for an extra measure of awareness of your role, and fidelity to it, in all aspects of your service. The extra price of Paradise.

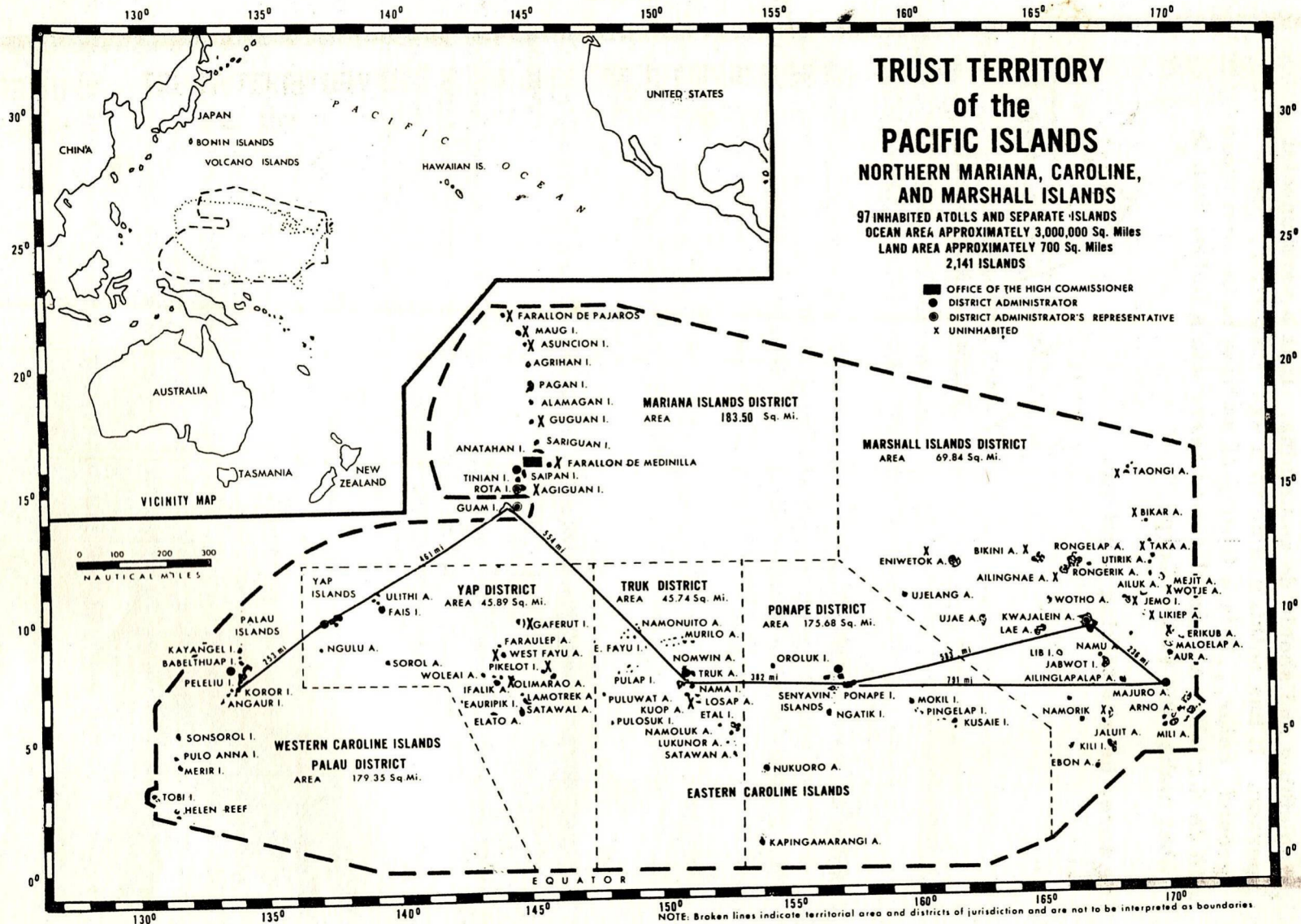
Recently, Jack Vaughn said something that is ever timely:

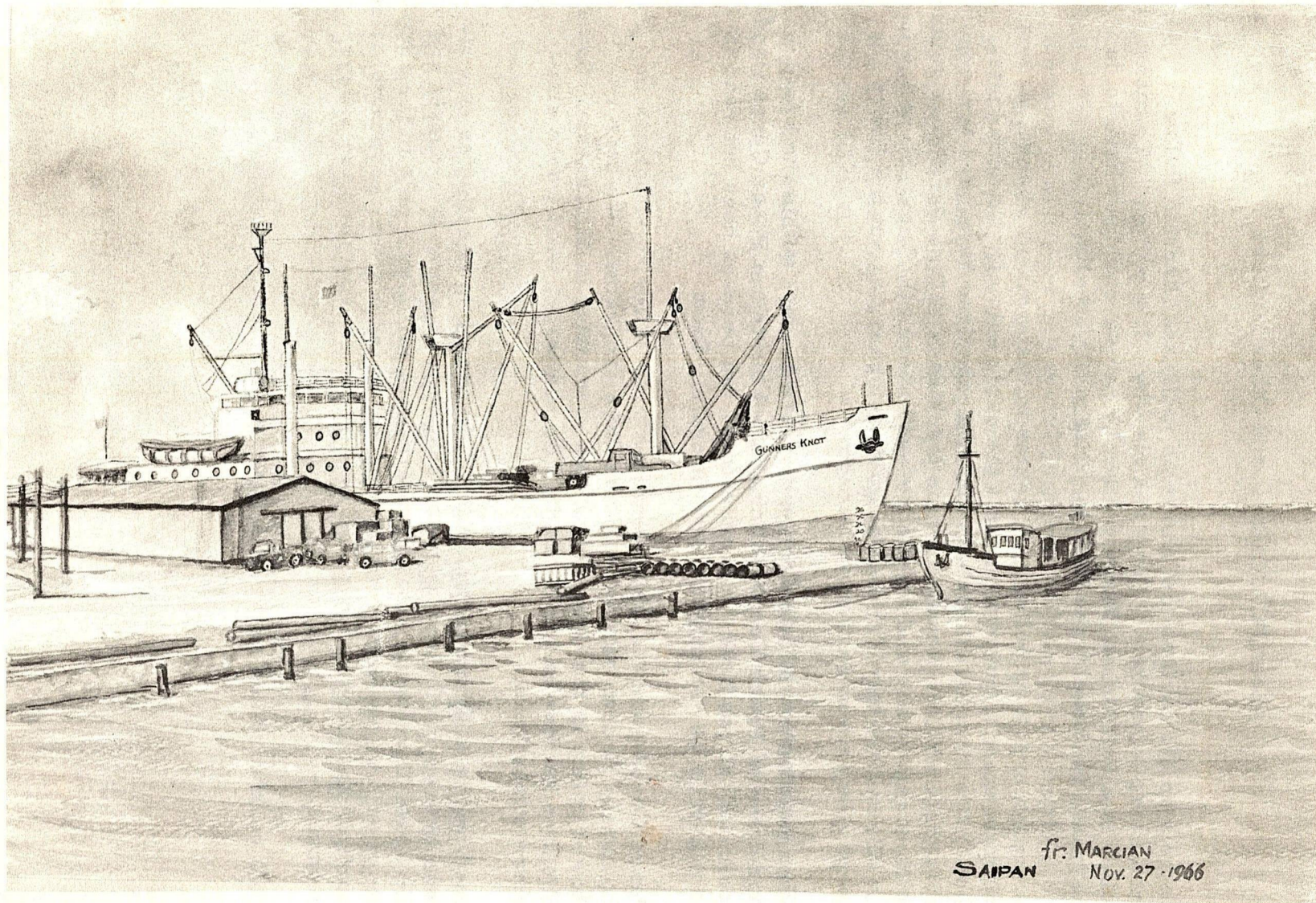
"Peace Corpsmen (and women) are special people who do a special job all over the world. It takes people who are bright and tough and mature, and who feel that they can do something and should do something. It is a very special person. It has nothing to do with age, education, background, color...It is a feeling of wanting to be sent there to do the job. A compulsion to serve one's fellow man is what makes the Peace Corps."

For sure, he was talking about you.

A handwritten signature in dark ink, appearing to read "John Pincetich". The signature is fluid and cursive, with a large, stylized initial "J" and a long, sweeping underline.

John Pincetich
Director/Micronesia





fr. MARCIAN
SAIPAN NOV. 27 - 1966

About POLICIES...and Other Matters

There's an old cartoon that shows an indignant, harried fellow declaiming to another: "Don't ask me why. It's policy." To many, policy is a mysterious litany written by people who don't have to do the work, for people who have to. Not at all, really.

Like pigs is pigs is policy. It comes in many sizes, shapes, names, different noises, but always from the same animal. To shift metaphors, it's like the stick chart that Micronesians have used for centuries to find their way across the trackless, rolling Pacific--a guide built on experience and knowledge--and above all, faith. So policy is the word-chart by which we are guided in carrying out the Peace Corps program of service to Micronesia.

When you became a Volunteer you agreed to work within the broad guidelines of Peace Corps policy, as set out in the Peace Corps Handbook. All of you have received a copy, but perhaps have not read it as carefully as you might. Read it again. Soon.

Peace Corps policy is flexible enough to fit differing situations in the nearly 50 countries in which we have programs. We have reviewed policy in the light of realities of working in Micronesia. Some adjustments have had to be made. By and large, what works elsewhere works here.

Good policy is dynamic, not static. So change is possible as experience informs us further as to the best ways to serve Micronesia and the Trust Territory. As Volunteers, you will play a role in the shaping of policy, not only from the way you carry out your responsibilities, but from the ideas and suggestions you make. And they are always welcome.

This booklet should serve as a basic guide. Keep it handy.

Living Allowance:

All Volunteers receive \$80 allowance each month for food and incidentals. Volunteers in several Districts will also get a monthly housing allowance of \$10 - to pay for housing. The living allowance is based on realistic cost of living information developed in each District. Peace Corps/Micronesia envisions Volunteers utilizing, as much as possible, local foods, such as breadfruit, taro, fish, chickens, with canned foods mostly a supplement. A percentage of the \$80 will be taxable. This information will be given to you in time for tax filings.

Your living/housing allowance is deposited monthly in a Saipan bank in a checking account in your name.

Settling-In Allowance:

You will receive - or have received - \$150, in check or cash, in the District, unless part has been disbursed to you earlier. This is to buy the things you feel you will need, in addition to what you brought with you, to set up housekeeping. This is based on a basic shopping list, covering the many things which appear desirable for settling in. But it is up to you as to what to purchase. This is a one-time allowance. Make certain you equip yourself for the realities of your two years in Micronesia.

Volunteer Conduct:

You probably feel you've been talked to, and written at, ad infinitum on this subject. You may be at that "lemme alone" stage. Alright. We will. And will continue to, hopefully, for the two years of your service. But your indulgence for a few lines from the Volunteer Handbook on the subject:

"The consciousness of being a representative of the United States ought to be carried lightly, but firmly, whether in personal habits, manner of dress, or table habits... You can live modestly without living sloppily... You can explain America without propagandizing... Basically, you are a guest in the host country (Micronesia)... It is well to bear in mind constantly whether on the job, travelling... you symbolize Peace Corps and the United States."

Your being in Micronesia and the Trust Territory as a Peace Corps Volunteer has been nourished by a deep reservoir of good will. Your personal conduct, appearance and moral standards must not draw down on that reservoir needlessly. The staff is not here to sit in judgment on you, but rather to help, guide, counsel. Remember that.

You and "The Job":

"Service in Peace Corps is full time." So it says in the Handbook. And so it is in Micronesia.

Your working hours and patterns are those of your counterparts in your particular assignment. For Volunteers who are teachers, the general practices that obtain at your school are those you are to follow. Basically, you will be responsible to the Principal and under his jurisdiction.

For non-teaching Volunteers, there is also a line of supervision, as well as work pattern, established for you to follow.

The only time during your two years of service that you can really call your own will be "leave time" - approximately 45 days - Sundays, and regular Trust Territory holidays. When schools are not in session, Volunteer teachers are expected to be involved in the community development aspect of their service. This does not mean that you cannot also (or instead of) devote yourself to betterment of your school and its facilities, or other Trust Territory Education programs. What it means is that regular school vacation breaks, except for leave time, are working time for Volunteers who are teaching.

Leave Policy:

The policy has two basic elements:

1. It seeks to encourage the taking of leave in Micronesia. To that end, the policy assists Volunteers who do so, a special consideration for Micronesia.
2. It does not prohibit travel outside of Micronesia. But it does not assist such an option, in keeping with world-wide PC policy.

To encourage travel within Micronesia, Peace Corps furnishes a round trip air ticket - or similar ticketing for boat transport - for a Volunteer to visit another (or others) District during one period of your leave. The policy recognizes that the high cost of air transport in Micronesia would probably limit vacation travel. It seeks to offset this through a form of assistance, which borders on the unique in Peace Corps leave policy. The ticket is furnished in addition to regular leave allowance (\$7.50 per day). Such a ticket is only for leave travel within Micronesia and on a one-time trip basis. (If you split your leave, ie, take it in two blocs, the travel assistance can only be used for one of the periods.)

It is not refundable for cash, nor can it be used for any other purpose than for that intended; to help you see and know more about Micronesia.

The policy has been worked out, and the costs developed on the basis of permitting each Volunteer to visit the District furthest from his own. Thus, from the Volunteers in the Western string of Districts -- Palau, Yap and Marianas, this means, as far as the Marshalls and return, or, of course, any trip short of that; for Truk, Ponape and Marshalls it means as far as Palau, or less. The travel assistance - to repeat - is for one leave period, obviously your longest.

This is a program that takes a great deal of patience, understanding and cooperation on everyone's part for it to work well. Details for applying for this leave assistance, as well as other aspects of leave, are District responsibilities.

With these in-country leave conditions, it is hoped that most, if not all, Volunteers will choose this course.

For those who feel they must spend their leave, or part of it, outside of Micronesia, the usual conditions of Peace Corps Policy apply.

To review:

1. Permission must be obtained from the District Peace Corps Director.
2. You must finance leave outside of Micronesia from your leave allowance or from savings from your living or other allowance. No other income or personal funds - or money from home - can be used. You are not, as you know, permitted any sources of outside income while a Volunteer.
3. You cannot, of course, visit the USA, Europe, or Communist bloc countries.
4. The Gilbert Islands, Fiji, Australia, New Zealand, New Guinea and the nations of East Asia, excepting Vietnam, Indonesia and Cambodia, are possible areas of Volunteer travel.
5. You must make your own arrangements for inoculations, visas and other travel documents. District Peace Corps offices do not have facilities for much assistance of this nature.

6. Volunteers who elect to take leave outside of Micronesia will not be granted in-country leave assistance for any portion of such leave travel; that is, the in-country leave assistance will not be available for transiting or visiting Districts en route out of or back into Micronesia.

Many Volunteers have expressed a desire to take some leave at the end of their tour. While this is contrary to general Peace Corps policy, exceptions can be made--and are made for Micronesia Volunteers. With approval of your District Director, leave may be taken in the final weeks. Such leave, however, cannot be utilized to shorten your tour. And should you opt to take it out of country, you are required to return to Micronesia in order to terminate. Policy is firm on this.

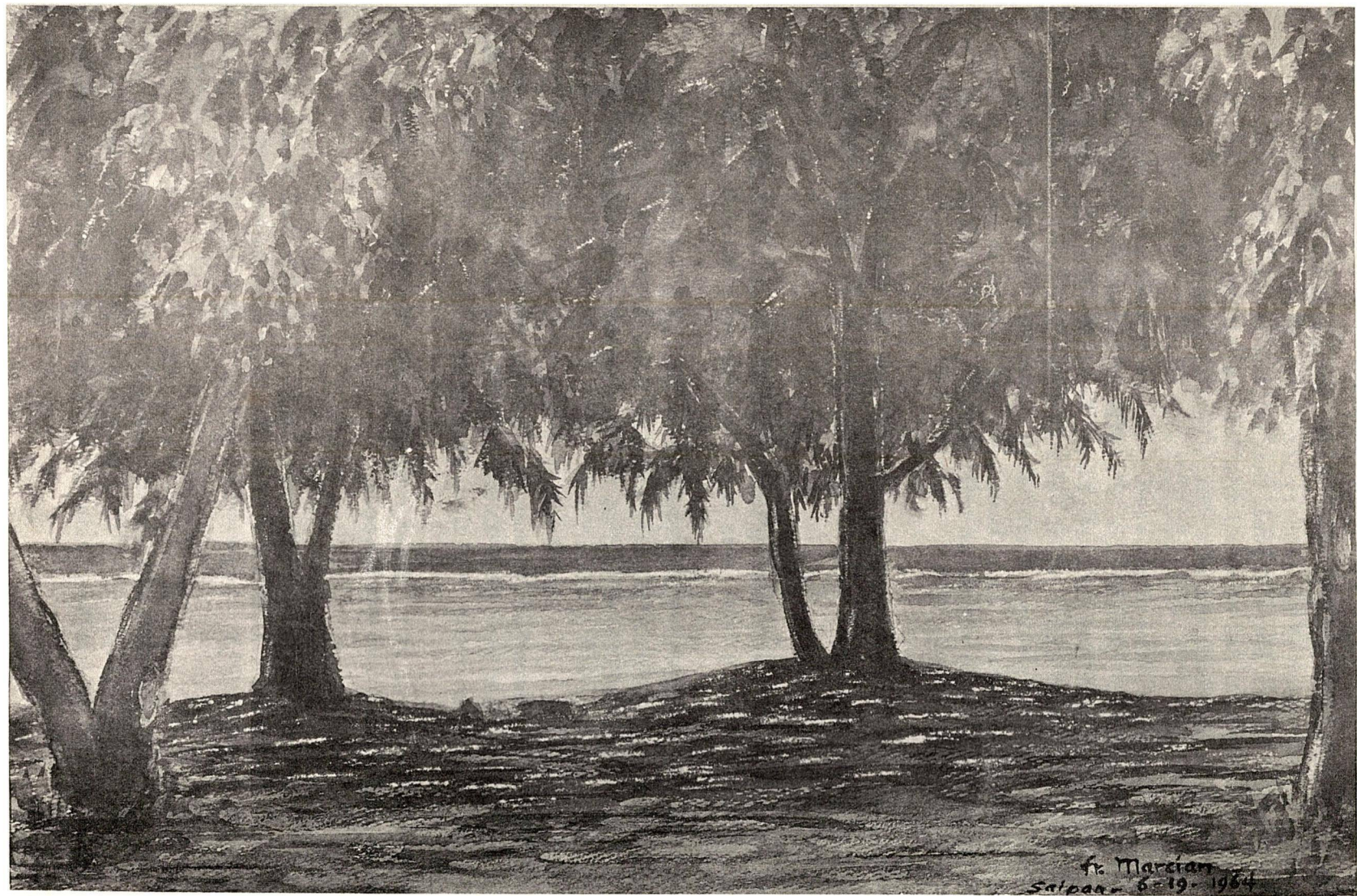
Under the new Peace Corps rules, you get two days leave for every month of service in the country. You receive \$7.50 per day for each day's leave.

No leave will be taken during the first four months in Micronesia; after that, you may take your leave in whatever fashion you wish.

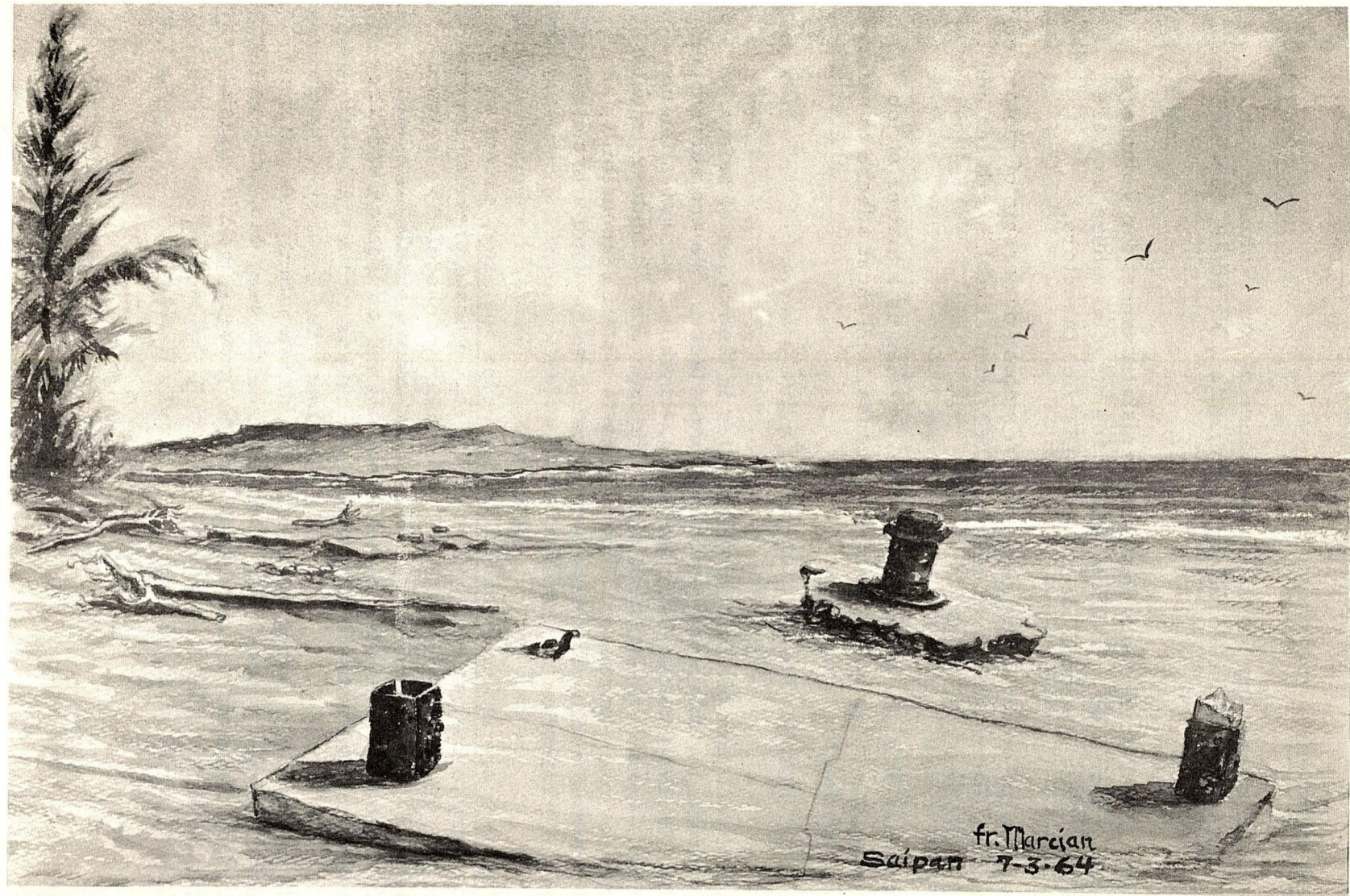
The other specifics of leave policy are issued in each District, such as permission from supervisors, itineraries for emergency location purposes, the detail of how the ticketing assistance is handled, etc.

So you can be contacted in case of a family emergency (your own, that is), you must give your District Director an accurate schedule of your leave itinerary, and then stay with it.

Unauthorized time away from your job could be levied as leave time, depending on the circumstances.



St. Marcian
Salpaa - 6-19-1984



fr. Marcian
Saipan 7-3-64

Transportation:

Transport necessary for the performance of your Volunteer job is supplied by the Trust Territory organization, or other, to which you are assigned.

Peace Corps/Micronesia does not furnish transport for Volunteers for away-from-job activities, except for bicycles where they are needed. This is a decision made by District Directors.

Peace Corps policy does not permit Volunteer ownership of motorized vehicles, either two wheel or four. In Micronesia this will include motorized boats as well.

Volunteers who are required to drive vehicles as a matter of job performance must have a driver's license, and must adhere to safety standards for the equipment.

An inherent part of any transport policy is the matter of safety. In Micronesia, this is of paramount importance. We are surrounded by the Pacific Ocean. Over the ocean, whether it be within the confines of lagoons and harbors, or on the open sea, Volunteers must travel for many purposes. Your safety is a staff responsibility as well as your own. To carry out our part, we have set a broad policy regarding safety on the water:

Volunteers are not permitted to travel in the open sea, except as necessary to the performance of their job, in boats provided for that purpose, or in authorized travel on regularly scheduled vessels in the Trust Territory. Some realistic variations of this have been established by Districts. Specific provisions for lagoons and large harbors are set at the District level.

This broad policy is not intended to inhibit the natural use you must make of the sea around you. It recognizes the very real dangers that exist in our oceanic environment. To the unwary, or the foolish, it can be a cruel sea.

For such support to be of the most use it will probably call for a program of meetings, seminars and other forms of in-service training.

Volunteers in the many other areas of activity, many of whom have strong technical and professional backgrounds, will receive added support either from sources within the Trust Territory, or from elsewhere as may be desirable, from time to time.

Projects:

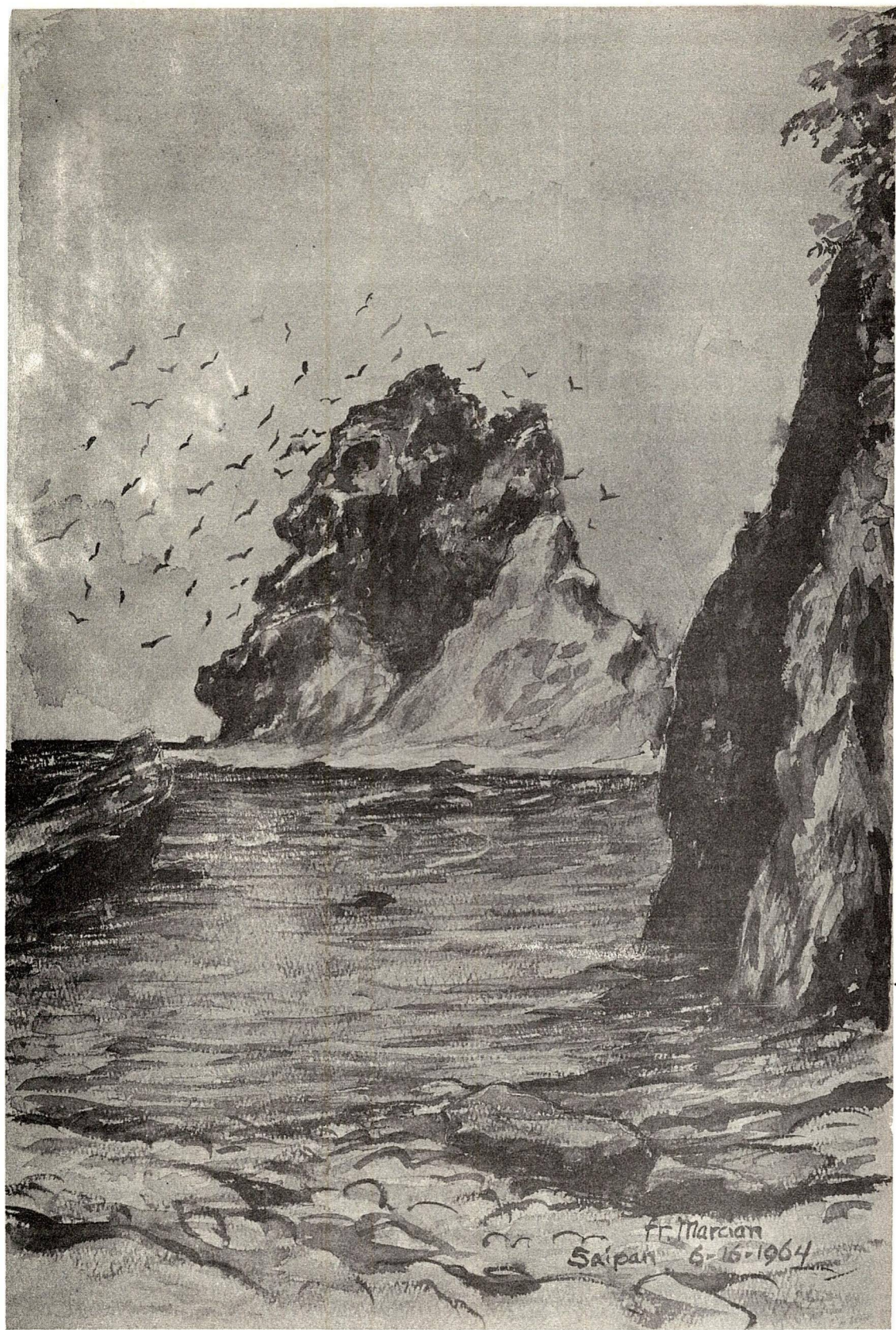
Projects are a much discussed element of Volunteer life. The best project is one which is close to your own town or village - or island - and one in which you are continuously involved, in addition to your primary assignment.

Teaching Volunteers have been given added training in community development work and should make use of this for the betterment of school, village or island; particularly during vacation breaks, when you are not on leave, or engaged in assigned duties such as summer school. Projects which may require fairly large amounts of materials, of funds, must be coordinated - through and with your local Peace Corps office and Trust Territory people, as necessary. Because of the vast distances, and the transport time required to cover them, it isn't envisioned that projects in Districts other than your own will be feasible.

Term of Service:

The service of Micro V in Micronesia and the Trust Territory extends until at least July, 1969 -- exact date to be set later, as with Micro VI. Termination dates for the first four groups in-country have been established, as well. Everyone is expected to fulfill his complete commitment to Peace Corps, and Micronesia.

There is no requirement that you have to, or that Peace Corps must retain you in the service. If you decide you must return home before the end of your service, or Peace Corps decides for disciplinary reasons that you should leave, the cost of the return ticket may be deducted from your readjustment allowance. This decision, however, is always made in Washington, after a careful review of the facts.



fr. Marcian
Saipan 6-16-1964



Emergency Leave:

In the event of serious illness or the death of a parent, sibling, or person serving in a parental relationship, you may obtain authorization for an emergency leave and travel to and from the appropriate place at Peace Corps expense. However, emergency leave is not automatically granted. Peace Corps/Washington must verify the existence of an emergency and the need for your return.

Volunteers should advise their parents, in cases of emergency, to call (night or day) the Special Services Duty Officer in Peace Corps/Washington. This direct phone call will speed the decisions necessary for emergency leave. If you learn directly of a family emergency, you should immediately contact your District Director who, in turn, will proceed to seek a decision on emergency leave. Emergency leave may not exceed two weeks, including travel time. If you are married to another Volunteer, Peace Corps may authorize emergency leave for your spouse if you so request and if there is a compelling basis for the request.

Volunteer Marriages:

Peace Corps policy is to discourage Volunteers from marrying during their term of service in the Peace Corps. If you do decide to marry, then you shall be permitted to continue in service after marriage only if you can continue to perform your Peace Corps duties satisfactorily.

In each case, your District Director determines whether the proposed marriage is in the best interest of the Peace Corps, subject to approval of the Country Director.

If you want to marry another Volunteer, the District Director will discuss with both you such factors as the following:

1. Will you both be able to continue to serve effectively?
Will you be able to live in a manner comparable with your fellow Volunteers in the same program and conduct yourselves according to Peace Corps standards?

2. In what way will the proposed marriage affect the host country's program? For example, do your immediate supervisors approve or disapprove? Will you both be able to continue to perform the jobs assigned to you or some other comparable job without adverse effect on your assignments?
3. If either of you is a minor in terms of the law of the area in which you are serving, has the consent of a parent or guardian been obtained?
4. Have your parents been given reasonable notice? If one of you is under 21 years of age (even though you may be of the age of consent), have the interests of your parents or guardian been considered?

In the case of a Volunteer who wants to marry a non-Volunteer, the above factors also apply. In addition, other factors must also be considered among which are the following:

The Peace Corps will not permit you to travel to the United States to marry and to return for further service.

Nor will the Peace Corps continue you in service if you marry a non-Volunteer who has come from the United States for that purpose. Such a person does not have the benefit of Peace Corps training and selection.

If you are a female Volunteer, you should be fully aware of the effect which marriage to a foreign citizen may have on your citizenship, property rights, and legal status generally.

If you wish to marry during your Peace Corps service, advise your District Director sufficiently in advance to permit him to consider all of the above and any other relevant factors.



W. Marston
7-3-64

Military Status:

If eligible for military service you have normally received a one year deferment before you entered the Peace Corps. It is your responsibility to continue to keep your draft board advised of your location and post-Peace Corps plans while you are in Micronesia. Usually you should inform the board of your address and duration of Peace Corps service some time before the end of one year's time after your board was last notified,

Volunteers who live away from District Centers should, in writing, give permission to their District Director to open any mail coming from a Draft Board, to insure prompt attention to whatever it contains. Peace Corps maintains a special office in Washington, which will assist you with any problem, as will your District Director or Staff. Look to them for guidance.

Political Responsibility:

A guiding premise of Peace Corps is that we are an "apolitical" organization.

The Peace Corps has won the confidence of almost every country in which it has programs because it has become clear that we are not a political instrument espousing partisan positions on specific, controversial national or international issues.

This delicate balance between your role as a Volunteer and the temptation at times to be a political activist is best expressed in a recent statement by Peace Corps/Washington's Deputy Director:

"First of all, the Peace Corps operates on the premise that debate, dissent, and protest are valuable and important and healthy. It is irrelevant whether I or anyone else in the agency agrees or disagrees with you about the U.S. position in the Dominican Republic--or Viet Nam. We do not answer the questions for you. We do not furnish ideological guidelines for Volunteers. The Volunteer is an American citizen whom we train, place and supply. But his opinions are his own business.

"On the other hand, we are not recruiting people to become political activists overseas. Exporting political opinions of any sort is imperialism. It involves a colonialist mentality which is inept, out of date and offensive to people who can think.

"A Volunteer imports only a basic belief in the individual right to individual creativity. He carries the tools needed to effect that belief. Education teaches people to think. Community development teaches people how thoughts can be practically applied to their world. This is the business of the Peace Corps."

In short, no one in the Peace Corps will ever undercut your right to hold different views on any subject. But you should at the same time realize that the effect of outspoken social and political criticism upon you and the organization of which you are a part for the next two years is far different than if you were expressing the same views in the U.S. as an ordinary citizen. While you are a Peace Corps Volunteer in Micronesia you are an extraordinary citizen -- one whose views are accepted by others as representing "the Peace Corps position" on the issue at hand so that the expression of your views may well decrease your effectiveness in your primary job as a Volunteer.

Political expression became an overt Peace Corps issue the summer of 1967. It was raised when a group of Volunteers in Chile circulated a petition protesting U.S. policy in Viet Nam. Director Jack Vaughn responded with a statement that Volunteers could express individual opinions on U.S. policy if they avoided public identification with the Peace Corps. A Volunteer who persisted in carrying his views to the U.S. and host press was terminated, and his case received widespread attention. Overseas, at training sites and in Washington, the Peace Corps re-examined the nature and risks of political expression by its members. Subsequently, the non-identification statement was amended so as to permit individual Volunteers to address U.S. authorities and journals on U.S. political issues and identify themselves as Volunteers. As in other policy areas of the agency, the Volunteer has the individual responsibility to determine his personal limits for public expression on U.S. issues, with the knowledge that his choice of action will be judged by others.

In Micronesia the question of what is "political involvement" is a very topical one because these peoples are still searching out a political future, which will probably be expressed in a plebiscite, under the UN, in the next few years.

Volunteers, as individuals, are free to discuss the various alternatives which may be available, but any specific public support of one alternative over another is considered to fall under the prohibition against Volunteer involvement in host country politics. Volunteers may, of course, assist in public education programs designed to enlighten Micronesia of the aspects of the political alternatives. If there is any question on this point, Volunteers are urged to review the matter with District Directors for guidance.

Pregnancy:

Since pregnancy, child-birth and the raising of an infant in Micronesia brings certain possible risks, special attention is given to the preventive aspects of medical care when married Volunteers become pregnant.

Medically, our chief interest is that adequate care of the pregnant Volunteer and her child be assured. In the case of the normal pregnancy, the concern of the Peace Corps physician is that the Volunteer and her child be in a site where adequate obstetric and pediatric care is available to handle the more common emergencies and complications.

Where adequate medical facilities are not available, such as on an Atoll, it may be necessary to terminate the couple if transfer to a District Center, to be near a hospital, is not possible in program terms. Each case is considered separately according to the individual circumstances.

The primary responsibility for deciding if the Volunteer couple expecting a child can continue in service falls upon the District Director and the Peace Corps Physician. For this reason, couples expecting a child should notify their District Director as soon as possible. The District Director and Peace Corps Physician consider health hazards to the mother and child, prospects for the continued effectiveness of the Volunteers, and plans for supporting the family. If the outlook is unfavorable from any of these points of view, the Volunteers are usually asked to resign.

The Staff:

Our overall title is Peace Corps/Micronesia. We serve the people of Micronesia through the U.S. administered Trust Territory of the Pacific Islands. Headquarters is referred to as Peace Corps/Saipan, in short PC/Saipan, and each District as Peace Corps/Truk, etc.

PC/Saipan staff has a Director, Deputy, Administrative Officer, Program Officer and the support people for the education, fisheries and medical programs. In the field (not a very apt phrase for our sea-girted milieu) there is a District Director and Deputy for each District. Plus a Peace Corps Physician. Lastly, but not leastly, the Peace Corps Secretary.

The six Districts operate under a broad umbrella of policy as set forth by PC/Saipan, but with a large degree of flexibility in how that policy is to be applied in each District. Districts are different. So there are District differences of policy form, but not substance. All Districts also enjoy a fairly high degree of autonomy. PC/Saipan feels that decentralized operation is the only feasible one considering the geography and general logistics of Micronesia. The present staff is as follows (subject to change):

PC/Saipan

John Pincetich, Director
Bob Burns, Deputy
Hal Flickinger, Administrative Officer
Alice Ambrose, Administrative Assistant
Dirk Ballendorf, Program Officer
John McColgan, Contract Overseas Rep (COR), Education
Howard Raik, Contract Overseas Rep (COR), TESL
Dr. Floyd Tilton, Medical Director COR, Health
Jimmy Kada, Public Health Administrator
Rose Hulse, Volunteer Secretary
L. Cabrera
Joan Rekemesik

PC/Marianas

Jerry Fite, Director
Dr. Thomas Haverbush, Physician
Frank Chong, Assistant
Barbara Milosevich, Volunteer Secretary

PC/Yap

Leo Moss, Director
Grant Doe, Deputy
Dr. David Spencer, Physician
Judy Anderson, Volunteer Secretary
Patricia Otto, Volunteer Secretary

PC/Palau

James Schmidt, Director
Don Bourne, Associate Director (Fisheries Program)
Dr. Thomas Blackburn, Physician
Shirley Holland, Volunteer Secretary
Dorothy Alexander, Volunteer Secretary

PC/Truk

Robert Gould, Director
Harold Seay, Deputy
Doug VanNostran, Field Officer
Dr. John Kuehnle, Physician
Janet Buchholz, Volunteer Secretary
Mary Slattery, Volunteer Secretary

PC/Ponape

Joseph Royce, Director
Al Haas, Deputy
Gene Leonardson, Field Officer, Kusaie
Dr. Lawrence Ruzumna, Physician
Gwen McNamee, Volunteer Secretary
Denise Poley, Volunteer Secretary

PC/Marshalls

James Huttar, Director
Dr. John Wolf, Deputy and Physician
Sam Boone, Field Officer
Kathryn Meizinger, Volunteer Secretary

District orientations cover what's in this memo as well as assignments, medical matters, pay procedures, specifics of communications, transport and the like, mailing addresses, and other things as Districts see fit.

And Finally...

By now you probably feel immobilized with "must do" or "don't do" or "policy requires that" - that you are being surrounded by a seine before you've made a move. Not so. It is critically important we understand each other as fully as possible. At the outset. So we've reviewed the framework of your agreement with Peace Corps, ours with you, at some length.

Policy can be accepted, abided by. Or enforced. Let's keep it the former. As Staff we plan to be neither policeman, nor patsies.

Our mission in Micronesia is a demanding one. And a visible one. There is none tougher in Peace Corps. And in a demanding environment, despite the golden sunsets, the waving palms, the iridescent lagoons, the friendly and cooperative people of Micronesia and the Trust Territory government. We not only have to live up to our advance notices - and they are not inconsiderable - but do so in a way that will be of genuine and lasting help. Over an ocean area larger than the land area of the U.S. A solemn, sobering but endlessly exciting and rewarding task. We take it on, together.

But the footsteps you follow are your own.

September 1, 1967.