



Colonial Williamsburg News

INFORMATION ABOUT COLONIAL WILLIAMSBURG PEOPLE AND PROGRAMS VOLUME 53, NO. 38 SEPTEMBER 19, 2000

Peyton Randolph kitchen project moves inside

The 18th-century construction project at the Peyton Randolph property is rapidly nearing completion. Historic Area tradesmen have entered the final third of the ambitious project, with mostly interior finish work remaining to be done on the reproduction kitchen and covered way.

Garland Wood, supervisor of the carpenters, hopes to have nearly all the work completed by early December, just in time for holiday visitors. Although the building won't be complete inside, the exterior will appear as if the building is ready to visit.

Wood has split his crew of nine carpenters into teams assigned to different tasks, such as flooring, sashes and stairs. This week, some of the carpenters are nailing the final floorboards, while others are fashioning window sashes and building a stairway to the second floor. Others are nailing small strips of wood known as lath in place on the interior walls of the kitchen and covered way in preparation for the plasterer. "I don't know of any other or-

ganization that could do a project like this so seamlessly," Wood said. "It's because of the wide range of resources and talents we have available."

In addition to the nine Historic Trades carpenters, blacksmiths at the Anderson Forge have produced locks, hinges, nails and other hardware.

Colonial Williamsburg brickmakers made and laid many of the bricks used in the reconstruction and they will assist the plasterers so they can acquire and hone new skills.

Toolmakers George Wilson and John Laubach manufactured reproduction 18th-century tools for the carpenters to use.

The archaeology department provided extensive research, while architectural research designed the buildings and performed daily construction oversight.

Facilities maintenance roofed and painted the kitchen and covered way and provided the modern requirements that are more or less

See *Peyton Randolph Kitchen*, page 2

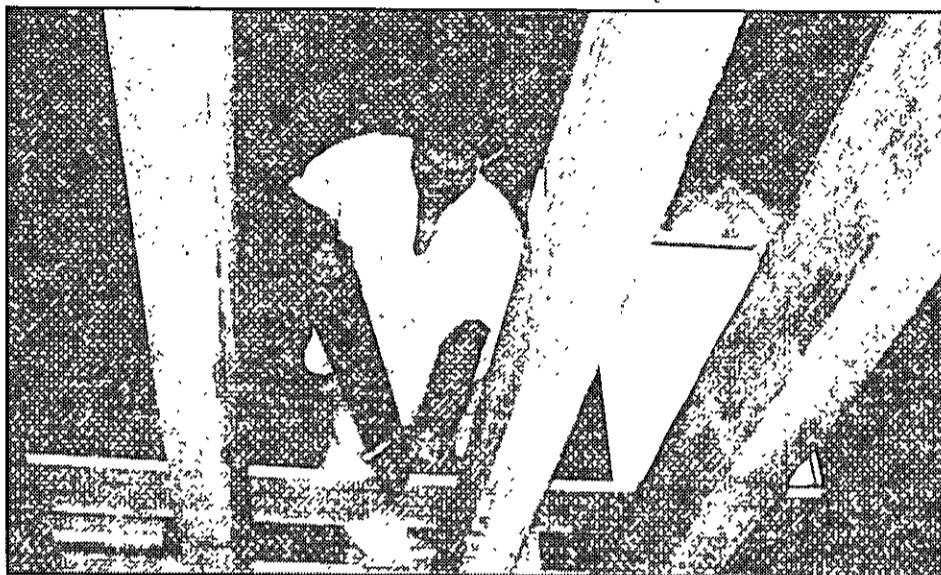


Photo by Jim Bradley

Historic Area tradesmen, including Russ Steele (above), are working toward completing exterior work on the Peyton Randolph House kitchen by December. Interior work should be completed by next spring.

Retired White House news correspondent visits CW

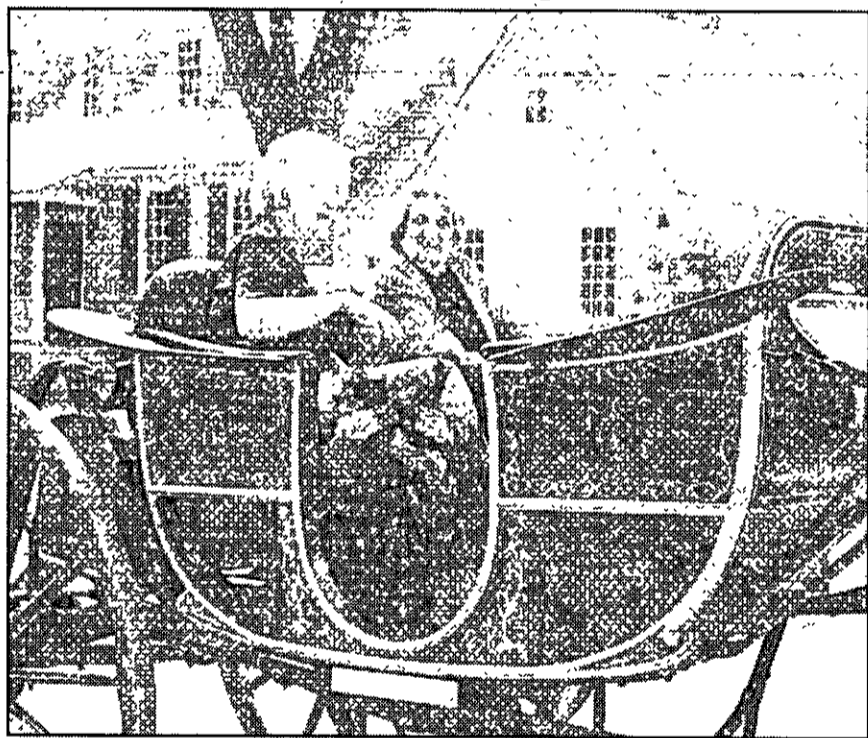


Photo by Jim Bradley

Veteran White House news correspondent Helen Thomas (right) enjoyed a recent carriage ride through the Historic Area with her longtime friend, Louise Hutchinson (left), a Williamsburg resident and former Washington reporter for the Chicago Tribune. Thomas recently retired from United Press International (UPI) as the senior White House correspondent where she covered presidential news conferences during eight presidencies.

CW's fall garden history seminar focuses on 18th-century plantation gardens

The Williamsburg Insutute at Colonial Williamsburg invites garden enthusiasts to attend its 2000 Fall Garden History seminar, "The Plantation Garden: Its Aspects, Influences and Evolution," Wednesday, Sept. 20 in the Hennage Auditorium of the DeWitt Wallace Decorative Arts Museum.

Participants in the one-day seminar will find answers to the following questions. To what extent were plantation gardens influenced by Italian garden design? Did one prominent Williamsburg nurseryman, Peter Bellett, facilitate the horticultural hankerings of some of the late 18th century's most prominent Virginians? How prevalent were orangeries at the time and were they a token of the one-upmanship among the Virginia gentry? And how did the plantation fit into the emerging country place movement of the early 20th century?

Registration begins at 8:30 a.m. at the Wallace Museum. The program starts at 9 a.m. with a welcome. Participants will enjoy lunch on their own at noon. Program speakers include:

- 9:15 a.m. - "Williamsburg's Enterprising Nurseryman, Peter Bellett." Kent Brinkley, landscape architect, Colonial Williamsburg
- 10 a.m. - "Arborocidophobia — Managing Historic Landscapes." Calder Loth, senior architectural historian, Department of Historic Resources, Commonwealth of Virginia.
- 11:15 a.m. - "Italian Influences on Plantation Gardens." Gordon Chappell, director, landscape and facilities services, Colonial Williamsburg
- 1:30 p.m. - "Orangeries and Glasshouses." Dean Norton, horticulturist, Mount Vernon
- 2:15 p.m. - "Colonial Revival Plantation Gardens." Lawrence Griffith, research associate, landscape department, Colonial Williamsburg.

After a question-and-answer period at 3 p.m., the program will conclude at 3:15 p.m. For additional information, contact Toni Engle, conference registrar, at 7182.

Historic Area interpreters receive top-notch training

Colonial Williamsburg prides itself on the accurate portrayal of 18th-century history by its interpretive staff. This is due not only to the abilities of the interpreter, it also reflects the extensive ongoing training each person receives. Employees are hired for front-line positions — nearly 420 in the Historic Area — based on their ability to interact with the public and on possession of the interpersonal skills necessary to present history.

Interpreters in school and group services, for instance, teach history by presenting a wide variety of programs and tours for school groups, families, youth and adult groups. Tradespeople are responsible for interpreting the history and

technology of 18th-century tradesmen, their families and their lives while at the same time demonstrating and producing products associated with the actual trade.

Before they are sent out into the Historic Area as interpreters, employees must undergo training in presentation skills, historical knowledge, the Becoming Americans programming theme and its associated storylines. "Although employees are trained in their individual areas, they also are trained in a core curriculum. We feel there is a baseline of knowledge, presentation skills and customer service that everyone should have," said Robyn Scouse, manager of divisional training.

The Historic Area divisional training

staff consists of eight people who work together to present the training program. All of the trainers, including Scouse, have worked as interpreters at Colonial Williamsburg and many still participate in Historic Area programming. "I have tremendous respect for each trainer and the planning, development and implementation of the program is a real joint effort. We also call on many supervisors and interpreters in the field to help us with the training. We truly are a team," said Scouse.

The first training program and its associated manual that all new interpreters receive is entitled, "Introduction to Interpretive Education." It contains a six-day program that introduces interpreters to

the history of the City of Williamsburg. In this program employees are introduced to topics, such as the Becoming Americans theme and storylines, colonial society, slavery and religion.

Next, specific skills are addressed. Presentation techniques focus on physical involvement, including: hands-on or participatory interpretive techniques; mental involvement; such as storytelling and role-playing; and basic skills, such as vocal projection. Customer service training also is a must because it is a crucial component of the interpretive job. Visitors will not learn from us unless they feel welcomed and appreciated. "We can teach

See *Training*, page 4

*First Person***Coachman gains bragging rights over 43-year career**

Not many employees at Colonial Williamsburg can boast about a 43-year employment history with the foundation. Nor can they show you a scrapbook detailing the most thrilling moments of their career or describe face-to-face meetings with almost every dignitary that has graced the Historic Area. After speaking with coachman Joe Jones, one may mistakenly assume that he has had a full, quiet career with Colonial Williamsburg, until he pulls out a scrapbook of highlights of his own.

Born and raised in James City County, Jones began his illustrious career with Colonial Williamsburg in 1956. Jones followed in his father's footsteps when he joined the landscape department as a gardener at the Governor's Palace. He remained with the department for 14 years until he decided to try his hand at interpreting at the Palace stables. In the early 1970s, the stables were home to many Historic Area carriages instead of the wheelwrights we see there today. As an interpreter, Jones had the opportunity to interact with visitors, something he seldom did as a gardener. One year later, in 1973, Jones joined the coach and livestock department where he first began working with animals.

After watching him handle Colonial Williamsburg horses, one would think Jones was born with the ability to train unruly horses. Not so, said Jones. "When I first came into the coach and livestock department, I didn't have a clue how to handle horses. I had to learn from the older coachmen," said Jones.

The older coachmen taught him well and he learned quickly. In 1975, Jones began to train horses and the coachmen who drove them. His primary responsibility was to train horses and coachmen to drive visiting heads of state.

Looking through many archived photos of VIPs to Colonial Williamsburg, Jones is sure to be the coachman in the driver's seat. "President Gerald Ford's visit was probably the most memorable. I remember all the se-



Colonial Williamsburg photo

Coachman Joe Jones has driven many dignitaries through the Historic Area. Here he escorts His Excellency Zhao Ziyang, premier of the People's Republic of China.

curity in the Historic Area," said Jones.

He also recalls the privilege of driving kings and queens of various countries. "I have been very fortunate to be able to meet many leaders not only our country, but leaders of countries around the world."

Now, Jones typically will hand over the reins to another coachman when a dignitary comes to Colonial Williamsburg.

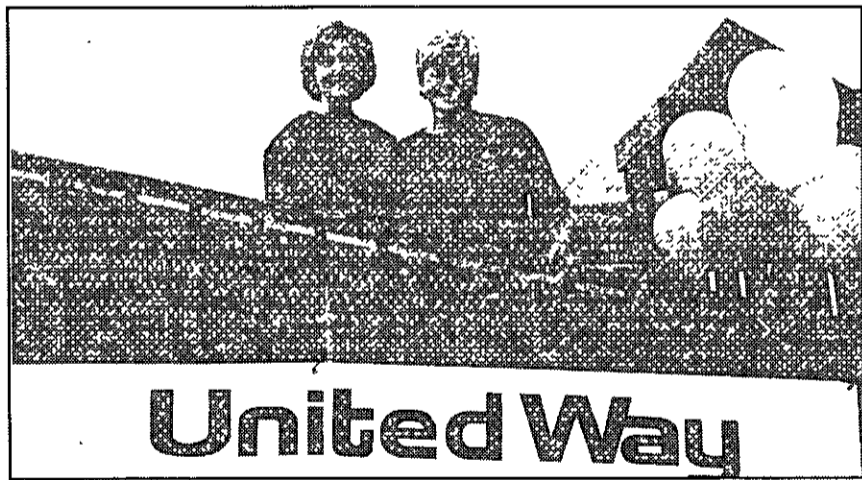
For the past five years, Jones has been at the Carter's Grove Stables where he devotes most of his time to working with his four-legged friends. "I have plenty of room to train the horses. For instance, if I have two

horses that have never pulled together, I will put them in the pasture together to graze and get to know each other. It is easier to do here at Carter's Grove," explained Jones.

Although Jones spends a great deal of time with the horses at Colonial Williamsburg, he also shares his time with his wife, 10 children and 15 grandchildren. He readily admits he doesn't own a horse of his own or any pets. "I have plenty of pets here," Jones said.

Richard Nicoll, director of coach and livestock, offers this opinion of Jones. "I

have worked with Joe Jones for 15 years. I find him one of the most conscientious and hard working employees I have ever worked with. He has a very special and rare talent in his ability to work with horses. He has incredible patience with them and is able to take a nervous horse and teach it how to work quietly in a harness. This is so valuable for what we do at Colonial Williamsburg. Talent like his only comes from years of working with horses and being sensitive enough to understand how to deal with their problems. It is a talent very few possess."

Day of Caring

Photos by K.C. Brimer

Colonial Williamsburg employees helped kick off United Way's 2000 Community Campaign Wednesday, Sept. 6 at Kidsburg. (Photo above) Karen Jamison, vice chairman of the community campaign, and Margie Weiler, chairman of the community campaign (left to right), greeted volunteers before they participated in the annual Day of Caring. More than 40 Colonial Williamsburg employees helped with various projects at York River State Park, the YMCA Day Care Center and the United Way office on Waller Mill Road. (Photo below) This year, 20 foundation employees went to York River State Park to work on landscaping and trail maintenance.

**Williamsburg Christmas products to appear on QVC**

QVC, the 24/7 virtual shopping mall that never closes, will feature an hour-long program on "The Williamsburg Collection" 3 to 4 p.m. Friday, Sept. 22. The show will be co-hosted by QVC's program host Judy Croll and Janet Kane, Colonial Williamsburg's vice president of products.

The program's theme will be preparing for the Christmas holidays, featuring more than a dozen WILLIAMSBURG products. Gifts and collectibles ranging from the enormously popular Hospitality Ball and Byers' Choice Fife and Drum figurines to mother/daughter heart lockets, Lang lighted buildings, pineapple trivets and Spode dessert plates will be offered for sale. Even the studio set will be decorated with WILLIAMSBURG Pure Simple Today interior décor.

Peyton Randolph Kitchen

Continued from page 1

invisible — the ADA-required wheelchair lift, state-of-the-art heat detection and fire prevention, plumbing and electrical systems mandated by current building codes.

As Wood and his carpenters conclude their work, curators enter the fray, furnishing the building to accurately reflect its use and role in Randolph's "urban plantation," while a Historic Area team develops and finalizes an interpretive plan for use when the site opens to visitors next spring.

The project took shape visibly last October when the walls were raised for the kitchen. The change in the site was dramatic, as the building's form clearly was the

largest frame kitchen ever built in the Historic Area — indeed, one of the largest ever built in the colonial Chesapeake region. "The kitchen is 2,000 square feet divided into six rooms, five fireplaces and a wine cellar. It's larger than the average house built today," Wood said.

Architectural historian Willie Graham expands on Wood's assessment of the kitchen. "It's the first time we've re-created a building while taking into consideration all of its environment and context. It's the one building in town that we can positively identify as being built specifically to house slaves," Graham said.

Jeremiah appointed to AH&MA committee

Bob Jeremiah, vice president/general manager of the Williamsburg Woodlands, Governor's Inn and Colonial Taverns, recently was appointed to the certification committee of the American Hotel and Motel Association's Educational Institute.



Bob Jeremiah

Nobles, AH&MA training consultant

EI offers certification programs for a wide range of positions including hotel administration, housekeeping, engineering, food and beverage, hospitality skills and sales. Certifications range from line-level certification, such as the Hospitality Skills Certification (HSC) for guestroom attendants, front desk agents and restaurant servers, to the Certified Hotel Administrator (CHA) certificate for general managers and corporate hospitality executives.

Nearly 255 current employees of the Colonial Williamsburg Company Hospitality Group (CWCHG) are certified through the EI. According to Nobles, Colonial Williamsburg has one of the greatest percentages of certified staff members among the AH&MA member businesses. "No other organization has equaled the high test scores achieved collectively by Colonial Williamsburg employees," noted Nobles. "The scores and the percentage of employ-

ees who have passed the exam are well above both the national and the international average."

Program requirements vary, but each certification requires the fulfillment of rigorous criteria. In addition to acquiring a number of years of professional experience and passing a standardized test, applicants also must earn additional educational and industry credits through professional and community activity outside of the job. Once achieved, certification is not permanent. Individuals must be recertified every five years to maintain their credentials.

The Educational Institute's Certification Committee consists of recognized subject matter experts. As a member of the committee, Jeremiah will set the standards for each certification program.

His appointment to the Certification Committee is not Jeremiah's first leadership role in the AH&MA. The EI's Board of Trustees had appointed him to

its faculty in 1996.

Jeremiah sees his appointment as a way to set a good example and encourage all CWCHG employees to pursue certification. He points out that CWCHG's policy strongly encourages certification, which is covered by our educational assistance program.

"We support many efforts through which employees pursue professional growth and development," stated Jeremiah. "Through our human resources offices, we offer not only the AH&MA certifications, but other skill development seminars and the Educational Assistance Program with Thomas Nelson Community College. By taking advantage of these programs, employees increase their career potential and become more valuable employees, which not only helps them but Colonial Williamsburg as well."

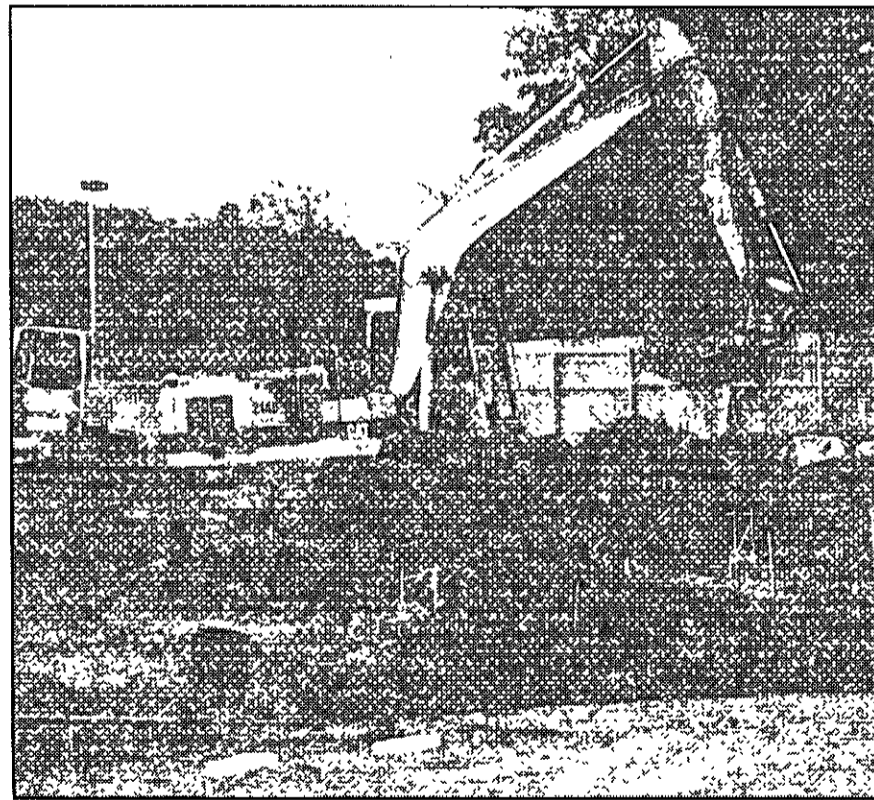
For more information on AH&MA programs, contact Jeremiah at 7480 or Kelli Mansel-Arbuckle at 7116.

Construction of new Woodlands hotel under way



Photos by Penna Rogers

Colonial Williamsburg's three-year, \$100 million renovation now has encompassed the Visitor Center. Phase One began in September and includes construction of the new 300-room Williamsburg Woodlands. Located on the former parking lot adjacent to the original Woodlands Hotel and the Visitor Center, the new hotel will have 202 double rooms and 98 suites upon completion in July 2001. Initially, the original 1957 Woodlands units not impacted by the new construction will remain; eventually, the old motel units will be phased out.



Taverns report changes in food service

John Askew, corporate director of food and beverage, has announced that effective Wednesday, Sept. 9 Chowning's Tavern no longer will serve continental breakfast.

In place of the service at Chowning's Tavern, Christiana Campbell's Tavern will be open for brunch beginning Tuesday, Oct. 3 at 9:30 a.m. on the same days that Campbell's Tavern is open for dinner.

Commitment to Excellence

CWCHG employees are rewarded for deeds — large and small

Stephen Sharrett of the banquet department in the Williamsburg Lodge is the recipient of \$100 for the best customer service story in August.

While waiting on customers at a banquet recently, Sharrett overheard a young guest tell her mother that there were no blackberries to go over her ice cream. Upon hearing this, he went to the kitchen and asked the chef for a bowl of blackberries. When he returned to the table with the fruit, the little girl's face lit up with surprise. Her mother explained that they are from Canada where blackberries are hard to find.

"The joy of that little girl's smile and a big thank you was pure enjoyment for me," Sharrett said.

Sharrett affected the experience of these guests through basic number three of the "20 Basics" — *Each employee will enhance his or her business unit's ambience and customer experience by providing superlative hospitality, services and facilities.*

In June, the ServiceExcellence Team began offering \$100 rewards to the CWCHG for the best customer service story of the month. According to Ric Graham, director of human resources and quality for CW Hotels, the monetary award recognizes employees for out-

Hotels Strategic Initiatives



- Improvement of the guest experience
- Improvement of service

standing acts of customer service.

"Among the criteria for the reward are a deed or deeds, both large and small, of outstanding service to a guest, visitor or employee that supports the CWCHG motto "exceeding our customers' expectations." All CWCHG line staff and supervisors are eligible for the prize.

Line staff, supervisors and managers can submit stories for consideration. Line staff and supervisors can submit their own stories or stories about another employee. Managers can submit stories of deeds performed by any CWCHG line staff or supervisor.

Customer service stories should be submitted to the ServiceExcellence office at the Williamsburg Lodge, ATTN: Ric Graham.

Coelln promoted to senior sales manager

Scott Coelln of Colonial Williamsburg Company - Hospitality Group's (CWCHG) hotel conference sales department has been promoted to senior conference sales manager. According to Peter Bonell, CWCHG vice president of sales and marketing, the promotion comes partly in recognition of Coelln's record sales through his work with local timeshare companies. To date, Coelln has sold over 12,000 room nights for the Williamsburg Woodlands and the

Governor's Inn. "It is our intention to create the optimum in revenue opportunities per occupied rooms booked. Scott amplifies that process to its fullest," noted Bonell.

Coelln attributes his success to his inclusive approach. "I try to 'sell the whole,' working on selling tavern and product vouchers in addition to room nights," he said.

The promotion, which includes new supervisory responsibilities, took effect Aug. 1.

The Twenty Basics

The Colonial Williamsburg Company - Hospitality Group mission card now is part of the uniform of every CWCHG employee. The card lists the mission, motto, "The Five Steps of Service" and the "20 Basics."

Basic #6

Each employee will practice teamwork and create a positive and supportive workplace.



Mission

The Colonial Williamsburg Company - Hospitality Group enhances the Colonial Williamsburg ambience and guest experience by providing world-class hospitality, services, facilities and resort amenities. Our profits support the educational and preservation mission of the Colonial Williamsburg Foundation.

SEPT. 21 - SEPT. 27

HAPPENINGS AT COLONIAL WILLIAMSBURG

THURSDAY, SEPT. 21

401(k) Investment Educational Meetings, 8 a.m., 9:30 a.m., 11 a.m., 12:30 p.m., 2 p.m. and 3:30 p.m., Sept. 21, Bruton Heights School Lane Auditorium. The sessions last about one hour. Employees do not have to reserve a seat.

CWC payday.

FRIDAY, SEPT. 22

Meet the Curator/Conservator Tour with Brenda LaClair, assistant curator of museum education, 2:30 p.m., DeWitt Wallace Decorative Arts Museum. Take a closer look at the neat and plain furniture on exhibit.

Dance: Our Dearest Diversion, 7 p.m., Capitol.

Williamsburg's Most Wanted, 7:30 and 9 p.m., Capitol.

SATURDAY, SEPT. 23

Last Day for Annual Employee Sale. Employees, dependents, retirees and volunteers will have an extended period to enjoy opportunities for special savings. They may purchase items directly and pick them up immediately for the duration of the sale. Items also may be boxed and gift wrapped.

Lantern Tour, 7 to 8:30 p.m.

Civil War Walking Tour, 7 to 9 p.m.

SUNDAY, SEPT. 24

Spellbound, 7 and 8:30 p.m., Courthouse

Lantern Tour, 7 and 8:30 p.m.

MONDAY, SEPT. 25

Meet the Curator/Conservator Tour with Chris Swan, associate conservator of furniture, 2:30 p.m., DeWitt Wallace Decorative Arts Museum. Explore period techniques and painted furniture traditions in "Furniture of the American South."

Military by Night, 7 and 8 p.m.

Legends: Ghosts, Mysteries and Myths, 7 and 8:30 p.m.

Cry Witch, 8 p.m., Williamsburg Lodge.

TUESDAY, SEPT. 26

Civil War Walking Tour, 7 to 9 p.m.

Lantern Tour, 7 and 8:30 p.m.

WEDNESDAY, SEPT. 27

Spending accounts bi-weekly deadline today. Claims for reimbursement from medical and dependent care spending accounts for CWF employees must be submitted by noon to the compensation and benefits office in the Franklin Street Office Building. Next deadline for CWC employees is Oct. 4.

Meet the Curator/Conservator Tour with David Blanchfield, associate conservator of instruments and mechanical arts, 2:30 p.m., DeWitt Wallace Decorative Arts Museum. Explore why it doesn't run — the historical evidence found in clocks and instruments on exhibit.

Benefits Workshop, 3 p.m., Franklin Street Office, Room 147. Answers to benefit questions and assistance with enrollment paperwork.

Dance, Our Dearest Diversion, 7 and 8:30 p.m., Capitol.

Cry Witch, 7:30 and 9 p.m., Capitol.

IN THE MUSEUMS...

At the Abby Aldrich Rockefeller Folk Art Museum:

"Amanda and Friends" - Become a kid again as "Amanda and Friends" feature the 19th-century sculpture of the young girl Amanda along with portraits of children from the same period.

"An Introduction to American Folk Art and Folk Art in American Life" - The Museum's permanent collection of paintings, sculpture, textiles, furniture and a variety of three-dimensional objects such as whirligigs, weather vanes and shop signs.

"By Popular Demand" - Favorite paintings and drawings from the Folk Art Museum's permanent collection.

"James Hampton's Throne of the Third Heaven" - James Hampton constructed the 180 pieces that make up "The Throne" from found objects, used furniture and foil. "The Throne" is considered an icon of 20th-century folk art.

"Quartet of Quilts" - A delightful quilt exhibition showcasing four unusual pieced quilts made of wool, silk and cotton.

At the DeWitt Wallace Decorative Arts Museum:

"Artistry and Ingenuity" - A look at colonial kitchen equipment from an aesthetic and practical viewpoint.

"Furniture of the American South" - Take a look at more than 150 of Colonial Williamsburg's finest examples of early Southern furniture.

"Hook, Line and Sinker" - A "reel" look at the recreation of fly-fishing in early America.

"Identifying Ceramics: The Who, What and Ware" - A basic understanding of the major categories of ceramics used in America and England from the late 17th to the early 19th centuries, with emphasis on features that distinguish one type of ceramic material from another.

"Lock, Stock, and Barrel: Early Firearms from the Colonial Williamsburg Collection" - An outstanding display of military and civilian firearms.

"Ordering the Wilderness" - Explore Virginia's relationship to the land and the equipment the colonists and explorers used to survey and map it.

"Revolution in Taste" - Consumer choices in ceramics and metals during the 18th century.

"Southern Faces" - More than 20 oil portraits produced in the American South from 1740-1845.

"Treasure Quest: Great Silver Collections from Colonial Williamsburg" - Hundreds of objects, including early English silver plate, donated to Colonial Williamsburg by major silver collectors.

NewsBriefs

Traveling Hicks exhibition will make final appearance at De Young Museum

Colonial Williamsburg's "The Kingdoms of Edward Hicks," exploring the life and work of America's beloved 19th-century folk painter, will open Sunday, Sept. 24 at the M.H. de Young Memorial Museum in San Francisco for the final leg of a two-year national tour. Past venues since the display's successful debut at Colonial Williamsburg's Abby Aldrich Rockefeller Folk Art Museum have included the Denver Art Museum and the Fenimore Museum in Cooperstown, N.Y.

The exhibition showcases more than 80 objects from the foundation's collection and on loan, including 30 of the enormously popular Peaceable Kingdom paintings that were painted between 1816 and Hicks' death in 1849.

"The Kingdoms of Edward Hicks" will complete its run Jan. 6, 2001.

CW journeyman becomes published author

Military history always has intrigued Noel Poirier, journeyman carpenter at Colonial Williamsburg. Now, his fascination

soon will be featured for the entire country to enjoy. The Military and Naval History Journal, published twice yearly in April and July, has agreed to publish Poirier's article, "Brave and Gallant Soldiers: African-Americans and the Continental Army."

The 20-page manuscript originally was an assignment for Poirier's history class at American Military University in Manassas, Va., where he is currently enrolled as a graduate student. "Brave and Gallant Soldiers..." is not Poirier's only published work. He also has had papers printed in the Military History Quarterly, The Chronicle of the Early American Industries Association and Virginia Cavalcade.

"My upcoming article in the Military and Naval History Journal is exciting to me because it is a publication that is well respected in the community of academic and scholarly military historians. I also am excited because of the subject matter of my article on African-Americans in the Continental Army, and the impact it might have on the way in which one interprets the Revolutionary War and African-American involvement," said Poirier.

"Brave and Gallant Soldiers..." will be published in the spring 2001 issue of the Military and Naval History Journal. Poirier also will present the same subject at the journal's military history conference April 20, 2001, in Lexington, Va.

Training

Continued from page 1

visitors history, but it also is important to teach interpreters how to be nice to people," said Scouse. Customer service training consists of principles of basic hospitality, courtesy and sensitivity to a variety of cultural groups.

Due to the diverse nature of the interpreter position, not everyone is trained in the same manner. For example, tradespeople are evaluated on their ability to craft 18th-century products using colonial methods, therefore, their training is done on the job. Interpreters who work at the exhibition buildings, such as the Capitol, Raleigh Tavern and Carter's Grove, typically start working outside in front of the buildings and are given the training to work the gates and lines first.

"While some employees get trained divisionally first and in their area second, the idea is that within the first two to three months they should be able to interpret not only their specific area and the activities at that site but they should be able to interpret to the visitors how their site or program fits into the community as a whole," said Scouse.

The number of days of training varies depending on work assignments. The absolute minimum is approximately two to three weeks but can be as much as two months depending on the work area.

So how do trainers know when an interpreter is ready for "the field?" According to Scouse, all interpreters participate in a clear-

ing or approval process. The supervisor usually determines if an employee is ready for the job assignment and, in rare instances, if it is determined that an employee does not have the skills necessary to interpret history, alternative work possibilities are discussed. Employees are expected to continue to expand their knowledge and skills over time and eventually can be used as resources, mentors and trainers for new employees.

"Training is an ongoing process for everyone in the education division. The most successful interpreters are those individuals who continue to appreciate and value our visitors and grow in their understanding of 18th-century history. They share their enthusiasm and love for the subject with our guests using their own personal style. Visitors tell us that one of the most memorable parts of a visit to Colonial Williamsburg is the opportunity to talk with and be engaged with our interpreters. They can make or break the visitors' experience," said Scouse.

Winners Circle

Congratulations to the employees who correctly guessed the Aug. 15 Picture Gallery, which is a "lampodex" located in Del Snyder's office: **Chris Moore, Donna Cassell, Dave Bobber, Sam Murphy** and the golf maintenance staff.

Marketplace

FOR SALE: 1998 forest green Honda Civic, 30,000 miles. Excellent condition. \$14,000. CALL: Ron at 565-3597.

FOR SALE: 1990 Oldsmobile Regency 98 gray four-door sedan with red leather seats. Excellent condition. AT, PB, PS, AC, PW. \$3,500 firm. CALL: Bill Armstrong at 220-4680.

FOR SALE: 1987 Chevrolet full-size conversion van in very good condition. AT, AC, AM/FM cassette, CB radio, captain's chairs, sofa bed, TV/VCR. Well maintained. Great family vehicle! \$2,995. CALL: Agnes Hendrix at 757-872-4790 (days) and 804-693-9111 (evenings).

FOR SALE: Torso Track as advertised by Suzanne Summers. Original cost - \$200, selling price - \$50. CALL: Ruth at 220-1788.

FOR SALE: Glass top dining table with four chairs for \$700 in excellent condition, small kitchen table with two chairs - wood, great shape for \$35, Abu Master - \$25, boy's

black mountain bicycle in great shape for \$35 and boy's bicycle - \$25. CALL: Family Slicer at 872-8470 after 5 p.m. or leave a message.

FOR SALE: Off white/almond Kitchen Aid refrigerator, frost free, icemaker, adjustable bins, shelves, door compartments, 21 6 cu. ft. It is in great shape - \$250. CALL: Harold Twining at 220-5791 and leave message.

FOR SALE: Eight place settings of Mikasa china (Renaissance Monique pattern) with five serving pieces including coffee pot. Like new condition - valued at over \$1,000 - asking \$450, handmade stained glass hanging lamp in blue and apocryphal floral design for \$100. CALL: Carol Dill at 220-9121.

Deadline for Marketplace text is Monday at noon one week prior to publication. Ads must include employee's name and personal telephone number. Submit ad in person, through interoffice mail to GBO-132, fax to 220-7702 or e-mail to progors@cwf.org

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