

(2)

8. Helen Summery:  
bad points - hostile about house and food  
sometimes - helped out now and then. Finally  
kept up chore of laundry  
good point - organized with work in kitchen  
and laundry

9. Cleve Summery:  
bad points - didn't speak up about almost  
anything - seemed like he just lived there.  
good point - good attitude, helped around  
house - fixed stove and water.

10. Charlie Bonshetter -  
bad points - showed some hostility about  
PR on the radio and not being able to  
talk to PR3 night away about his  
business -

good points - got out of house early -  
accomplished a lot in one day compared  
to others even when on foot - helped out  
all the time and gave advice -

11. Bobbie Thoms -  
bad points - sometimes negative and  
hostile, asked Claudia to do things for him  
and wanted more medication. Upset about  
flies bothering him.

C-12-b-15 B

good points - volunteered to do things  
sometimes, had good attitude sometimes,  
He did feel some guilt about what happened  
or at least I noticed it when he  
was seriously about how sorry he was.

✓ Chuck Kirkindall:

bad points - hostile, seemed to express wanting to go home - got irritated with me - he disagreed on something and I granted each one has right to oppose what a coordinator says or their instructions but he was very hostile and asked to be sent home if he was going to do what I said. He said he came to drive the truck and that was all he was going to do - I gave him plenty of opportunity to try and find outside jobs - he could not as yet - so I suggested Marilyn make contacts for jobs - went on security to boat and left early to see - "they say" a steel band?  
good points - he is hard worker, gets out of house on time, fair attitude

B. Tony Walker:

bad points - maybe my approach was wrong but he didn't seem to like to be told to do work around the house or go procuring. And he would take time about doing these things.

good points - follow-thru on PR jobs -  
he worked good in this area - as far as I could see - seemed to have memory for things, appts -

14 Joan Purley:-

bad points - slow working on files she had - it was a boring job.

good points - positive, happy, hard worker, good about interacting new people

C-12-D-150

(3)

15 Tarik Baker:

bad points - slow sometimes, got mad with Helen once and asked her why she didn't make Charles Marshall get water for her - He later understood Charles' foot problem and did what she said.

good points - hard worker, positive, willing to do what ever asked most of the time except for above instance.

16 Erin Watkins-

bad points - seemed to get an attitude near the end of her time - told me to go to Edith about everything - Edith told her had some conflicts - one time about a bed - they both wanted to sleep in the same spot -

good points - good worker, positive

17 Edith Bogue:

bad points - she seemed to forget things important - for example what she was told to do the next day she wouldn't remember the next day - I made sure she wrote things down - seemed slow some -

good points - positive, willing to do what asked, good worker,

18 Rhond Fontson:

C-12-b-150

bad points - slow sometimes, took a long time for her to train Claudia about immigration - they kept putting it off and she finally showed Claudia ~~off~~ 2

notes before Rhonda left

good points - hard worker, positive, good attitude, spoke up for principal things in house meetings. admitted to mistakes and to change things

from Gloria Carter

C12-b-15d

Corral

with a... very and  
... ..  
... ..

General & Secondary  
Medical Records

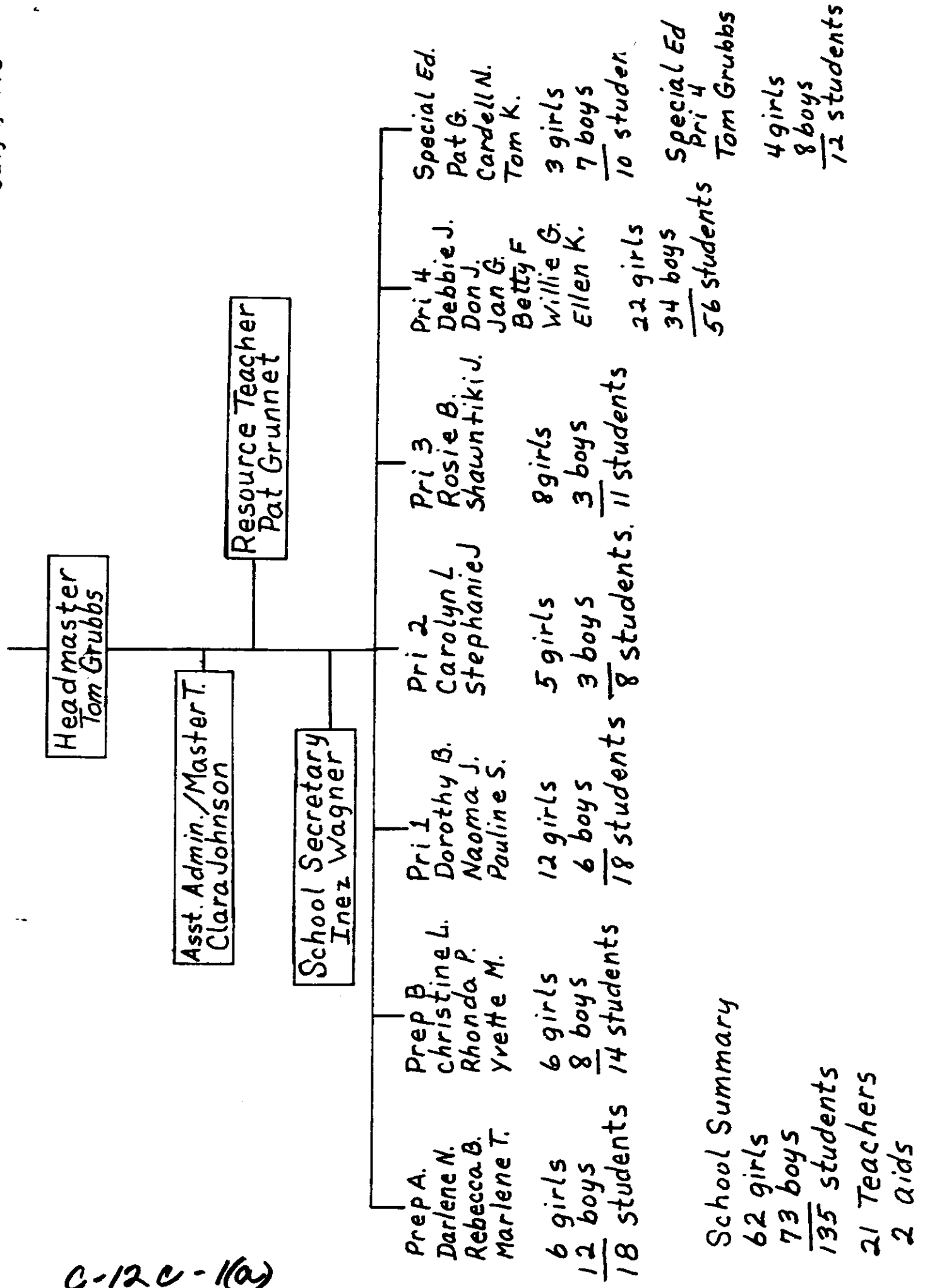
E L M D N T A R Y

Secretary

Jonestown Community School  
Primary Division  
Report of July 7, 1978

C-12-c-1

C-120-1(a)



Headmaster  
Tom Grubbs

Asst. Admin./Master T.  
Clara Johnson

School Secretary  
Inez Wagner

Resource Teacher  
Pat Grunnet

Prep A.  
Darlene N.  
Rebecca B.  
Marlene T.  
6 girls  
12 boys  
18 students

Prep B.  
Christine L.  
Rhonda P.  
Yvette M.  
6 girls  
8 boys  
14 students

Pri 1  
Dorothy B.  
Naoma J.  
Pauline S.  
12 girls  
6 boys  
18 students

Pri 2  
Carolyn L.  
Stephanie J.  
5 girls  
3 boys  
8 students

Pri 3  
Rosie B.  
Shawntiki J.  
8 girls  
3 boys  
11 students

Pri 4  
Debbie J.  
Don J.  
Jan G.  
Betty F.  
Willie G.  
Ellen K.  
22 girls  
34 boys  
56 students

Special Ed.  
Pat G.  
Cardell N.  
Tom K.  
3 girls  
7 boys  
10 students

Special Ed  
Pri 4  
Tom Grubbs

4 girls  
8 boys  
12 students

School Summary

62 girls  
73 boys  
135 students

21 Teachers  
2 aids

STAFF RESPONSIBILITY STRUCTURE AND JOB  
DESCRIPTIONS

Position/title: Headmaster of the Jonestown Community School, Primary Division

Person holding position: Tom Grubbs

Job Description: as follows:

1. Attend and chair one teachers' meeting each day.
2. Teach special education classes  $2\frac{1}{2}$  hours per day, 8:30-11:00.
3. Assisting teachers to assess student needs:
  - a. develop simple diagnostic tests for all skill areas of the elementary and Jr. High.
  - b. administration and analysis of standardized tests to determine weaknesses in the school program and individual student skills.
  - c. assist teachers to analyze test results for use as foundation for prescriptive teaching.

THE RESPONSIBILITY FOR HELPING TEACHERS TO ASSESS STUDENT NEEDS IS SHARED WITH CLARA JOHNSON.

4. Develop specific programs for remediation of weaknesses in these areas:
  - a. academic skill proficiencies.
  - b. study skill proficiencies.
  - c. study habits.
  - d. school/social behavior
5. Help teachers to plan lessons and units: interpret diagnostic tests, curriculum guides, select and/or adapt materials to meet student needs.
6. Develop goals, objectives, and behavioral objectives consistent with OUR values.
7. Administrative coordinating of 11 classes with 27 teachers and aids with approximately 146 students.
8. To teach and promote sound principles of child developmental psychology to teaching staff.
9. To read/study, evaluate, modify and adapt methods, systems and procedures to meet our school's needs.
10. To develop a thorough and comprehensive checklist for teacher observations to serve for structuring observations and for reporting.
11. To function as disciplinarian/child councilor. This responsibility is shared with Clara Johnson.
12. To design and make teaching aids and materials.

RESPONSIBILITIES NOT RELATED TO TEACHING

1. Initiate and maintain a silent weapons training program for 43 persons.
2. Maintain and teach maintenance of the equipment and targets.
3. Scissor sharpening.
4. Occasional repair of eye glasses which are too difficult for the regular repairman.

C-12-C-166



Position/title: Assistant Administrator, Master Teacher  
Person holding position: Clara Johnson  
Job Description as follows:

As master teacher Clara is not assigned to any particular class but is free to visit at will or respond to requests by teachers to observe, assess, assist and suggest.

Her time is flexible though accounted for. She has time to search and select materials, ideas and methods suitable for the particular classes which ask for help or she and/or the administrator deem needing help.

Specifically, her duties include:

1. Assuring that teachers are in their classes 15 minutes before instruction time.
2. Assuring that teachers are adequately prepared to teach, are using methods and materials appropriate to the ability levels of the students.
3. Observing classes during periods of instruction for the purpose of evaluating and critiquing the teacher's methods, selection of materials and preparation.
4. Clara is charged with the responsibility to confront teachers following procedures or methods which have been rejected by the community or the teachers in faculty meeting.
5. Clara is charged with the responsibility to council, discipline or refer disobedient students to teachers' meeting, student council or general council as she deems appropriate.
6. Clara is active in the training of teachers on-the-job and in classes specifically designated for teacher training.

Tom and Clara work closely together on all of the above listed responsibilities. Good communication does exist and both parties are aware of the necessity of maintaining good communication.

Position/title: School Secretary  
Person holding position: Inez Wagner  
Job description as follows:

1. Inez functions as school typist.
2. maintains a record of minutes of the afternoon teachers' meetings.
3. maintains school records required by the Ministry of Education.
4. maintains an inventory of supplies and equipment.
5. dispenses supplies and materials and maintains a record of borrowed materials until they are returned.
6. maintains the school office/resource center in a clean and orderly manner.
7. endeavors to repair and maintain games and materials in a usable manner.

NOTE: Inez needs a helper. The task is too large for one person. She has had several temporary helpers assigned while convelescng, but the tasks require some one that can be trained and relied upon.

C-12-C-160

Position/title: Teacher in the Jonestown Community School, Primary Division

Job description as follows:

It is the duty of each teacher to provide:

1. a safe environment at all times
2. a physical environment conducive to learning.
3. by precept and example the character qualities of a good socialist.
4. by discussions, presentations, examples and analysis, rewards and recognition the enhancement of understanding of Socialism/Communism as economic theory, economic practicality and lifestyle of cooperation.

Each teacher is responsible to:

1. assess the functional levels of his/her students in academic, study, social and work skills.
2. to establish goals consistent with the Guyanese curriculum guide, the ability of the student and the values of the community.
3. to present opportunities for adequate practice of skills taught/learned and opportunities to apply knowledge acquired.
4. to maintain such diligence and awareness as will prevent problems and injuries.
5. to function as translator for the information, evaluations and instructions of the leader.
6. to teach good conservation practices and instill in each child the personal responsibility for conservation and preservation of the people's property.
7. to instill in each child by precept and example a deep respect for all living things.
8. to instill in each child an awareness of, respect for and thoughtfulness to all young children, seniors and infirmed persons or handicapped persons.

AREAS OF STUDY INCLUDED IN THE GUYANESE CURRICULUM INCLUDE:

Language Arts including reading, English grammar, spelling and composition

Arithmetic and Math

Health Sciences

Physical Education

Social Studies

Music

Arts and Crafts

C-12-C-101)

## PROJECTED PLANS FOR REORGANIZATION OR PROGRAM CHANGES

1. By the beginning of the next school term beginning in September we plan to expand our courses of study for the primary level to include music, crafts, health/science and physical education to bring us into conformity with the Guyanese guidelines. We intend that our expanded physical education program will include the lower primary classes in order to provide opportunities to develop perceptuomotor efficiency, participate in FUN group activities, encourage group activity, teach good sportsmanship and teach/learn games which the children can organize themselves during free time play.

The proposed alterations in program will undoubtedly produce changes in the present staff assignments, but as yet the exact changes are not known.

Another factor quite likely to affect the staffing of the school is the expected arrival of trained and experienced teachers and teacher aids from the states. Among those known or believed to be arriving soon are: Carol Stahn, credentialed and experienced primary level teacher; Don Beck, credentialed and experienced Kindergarten (Prep A) teacher; Jaquilla Wetzell, 5 years experience as a primary level teacher's aid; and Deloris Wilson, credentialed teacher with a Masters Degree and administrative credentials.

2. Recently the Comprehensive Test of Basic Skills was administered to the Jr. High students. On the basis of this test 13 students will be advanced to the Community High School in the fall and other students will be regrouped into four ability groups and collectively take the Guyanese designation 'Primary 4'. The designation 'Jr. High' will be dropped.

3. The CTBS test indicated more than a need to regroup the students. It showed that we need to change our mode of teaching. We have been using too much of the lecture and lecture/discussion approach with the result that the ability to conceptualize and verbalize has been developed far beyond the academic skills. The results glaringly indicate that we must provide more involvement on the part of the student in activities which call for the utilization and development of the academic skills. With few exceptions, agreed upon in advance, the lecture format should be abandoned for the primary level.

4. The new school offices and teacher resource library is planned to occupy one end of the pre-school building planned for near-future construction. It is anticipated that the school offices will move to that location when construction is complete.

## PROBLEMS AFFECTING OUR EDUCATIONAL PROGRAM AT THE PRIMARY LEVEL

C-12-C-1(e)

1. We have of course been functioning with teachers who had no prior training nor experience as educators. This, along with insufficient materials for several levels, has resulted in the domination of the lecture mode of teaching. However, I desire to focus upon the teacher situation.

We have suffered a serious teacher turn-over problem. On a number of occasions when the teacher got to know the students, developed a rapport with them, gained some experience with their needs and ability level, learned what materials and methods were appropriate for their needs -- they were reassigned to another area of function. Examples are: Joan Persley, Corlis Boute', Sandy Jones, Karen Layton, Daisy Stroud, Shanda James, Tricia Cartmell, and Liane Amos.

Each time a teacher was removed the students floundered while the <sup>new</sup> teacher tried to get to know the students, materials, curriculum and methods. Also, each time the students had their emotional rapport disrupted they were more hesitant to re-establish it with another teacher. The result was that the teacher did not have a good rapport to use as a behavior control, discipline problems were more frequent and more severe for long periods following a change of teachers.

On the basis of the preceding paragraph, I recommend that a concerted effort be made to select teachers who desire to make teaching their life work and train them adequately for the job. However, even with a good training program it takes the average teacher two

years to become an effective teacher. Unfortunately, teaching is still an art to be learned before it can be successfully applied. Teaching methods can not be applied as simply as a recipe.

At this time I know of three present teachers who have expressed that they do not want to make teaching their life work. One of them even expressed that she did not want to study to become a good teacher because she did not want to be 'frozen' in teaching, being considered to valuable to let go.

The three teachers who have expressed a desire not to remain teachers are: Stephanie Jones, Yvette Muldrow, and Dorothy Brewer. I suggest that as soon as practical that replacements be chosen to begin training as understudies to replace them. \* also Shawniki Johnson

2. The children have out-grown the existing playground across from the dining tent. I suggest that since the beans have been harvested from the field formerly designated as the new children's playground, it be prepared to begin construction of the new playground.
3. There are insufficient arts and crafts materials with which to teach the arts and crafts classes proposed for next fall to fulfil that area of the Guyanese curriculum. We need to find what, where and how the school in Port Kaituma acquires the materials with which to operate its arts and crafts classes.
4. As of this time there are insufficient materials for the Prep A&B levels.
5. The school is still functioning under conditions of excessive noise and visual distractions.
6. There is a serious problem scheduling and adhering to schedules when the teachers do not have any means of telling time. Too few teachers have watches; clocks are not available. The result is that some classes go too long, some are too short, recesses are allowed to go too long at the expense of instruction time and teachers can not coordinate well the exchange of students in some of the classes. It would be helpful if there was some Community-wide time announcement system. Such a system could announce the time by voice or bell tone on the hour and half-hour.  
Another related problem is that cottage supervisors not knowing the time do not collect their students on time for naps nor get them back to school on time after naps. The result is the afternoon program is disrupted and delayed waiting for 'enough' students to return to warrent beginning the class. A similar problem again occurs in the afternoon after school. Several cottage supervisors are late collecting their students after school necessitating teachers to be late to faculty meetings.
7. Several of the present teachers are also cottage supervisors of primary age children. This poses several problems.
  - a. those teachers are usually late or absent to morning teachers meeting.
  - b. those teachers are not available for effectiveness training classes.
  - c. those teachers are frequently not available for late afternoon or evening teachers meetings or training workshops.
  - d. those teachers do not have adequate time to prepare lessons or do do necessary reading of the teacher resource materials.
8. There is still an insufficient number of tables in the community. Other depts. take the tables normally used by the school and in the mornings the teachers must locate the tables, sometimes endure conflicts, and arrange transportation of the tables back to their class spaces. Even at best, most of the tables are too high for the students and the spaces between the boards cause the pencil leads to break necessitating excessive sharpening of the pencils raising the replacement cost. It is desirable that at the first opportunity that the present school tables be replaced with plywood-top tables that are designed and constructed to meet the needs of the students.

C-12-C-19

PROBLEMS AFFECTING OUR EDUCATIONAL PROGRAM AT THE PRIMARY LEVEL CONT.

9. The School Pavillon near Sojourner Truth hall leaks badly because of the numerous holes in the tarp. When it rains, all education materials must be collected and protected from the water. Needless to say, this time of year the classes under that Pavillon are frequently disrupted. Either a new tarp is needed or the numerous holes need patching.

10. When the Guyanese textbooks arrive there will be a problem of storage. Nearly 650 books will be added to our stock of books. Even more important will be the problem that they need to be located in the class area to prevent transporting them in the rain.

The construction of 8 more book cabinets which would be located near the classes each serves would provide a satisfactory answer.

FINANCIAL PROJECTION

With the purchase of the supplies ordered as the two year projection the Primary School will be in fairly good supply. Because of the manner in which the materials are used - (wax lead markers on plastic over-covers) the consumption rate for materials for the Primary School is very low.

Our system of control and records permits us to keep an accurate account of the rate of materials consumption and by whom. Any use rate that seems unusually high is investigated and admonition or suggestion for changes given.

For the most part, the operation of the school need not be a further drain on the project economy. The Ministry of Education will supply consumable items.

A major expense item, however, will be the construction of the permanent school structure. It is unlikely that construction on this project will begin for another 18 months. It is quite difficult to determine the cost of the buildings as the construction design and size has not yet been determined.

Items for construction in the near future.

17 smooth-top tables, preferably topped with plywood or masonite. Tables to be made to the size specifications for children. 17 X \$120 = \$2040

8 Book cabinets to house the new Guyanese textbooks. 8 X \$100 = \$800

Estimated cost of materials needed for the new children's playground \$600.

Estimated number of feet of shelving required for the new school office/resource center 300 board feet at an estimated cost of \$300. It is quite likely that the shelving can be made of lumber harvested from our land.

Sum of projection costs of this report: \$3,740.

C-12-C-182

JONESTOWN COMMUNITY SCHOOL STAFF  
SCHOOL AND COMMUNITY FUNCTIONS

<u>NAME</u>	<u>SUBJECT(S)</u>	<u>SPECIALTIES</u>	<u>EXTRA CURRICULAR ACTIVITIES</u>
Beikman, Rebecca	Writing, Science Distar Reading Program	Writing, Distar Reading Program	Socialist Teacher, Bird Care Sewing, Apt. #1 Supvr.
Brewer, Dorothy	Math, Language Arts, Social Science		Supervisor, Apt. #1
Burgines, Rosie	Math, Language Arts, Social Science		Councilor, Sewing, Needs
Fitch, Betty	Math, Language Arts, Black History	Mathematics	Socialist Exams (Oral)
Grady, Willie	Basic Math, Language Arts, Physical Education	Sports Training, Remediating Learning Disa- bilities	Playground Maintenance
Grubbs, Thomas	Headmaster SEE SUMMARY OF ADMINISTRATION RESPONSIBILITIES AND ACTIVITIES		
Grunnet, Pat	Reading, Language Arts, Math, Social Science	Reading, Learning Disabilities	Apt. #1 Supervisor (Full Time) Pre-School Advisor
Gurvich, Jann	Math, Language Arts, Black History, Socialism	Socialism Language Arts	Grade Coordinator/Socialism Tests, Socialist Teacher, Legal Aide to Terry Buford and Carolyn Layton, WRSM(Steerin' Committee)
Jackson, Donald	Math, Language Arts, Socialism, Black History Spanish, Political Enlight- enment	Spanish, Black History	Photography, Socialist Teacher, Barber
Jensen, Debbie	Math, Language Arts, Socialism	Crafts, Embroi- ery	Socialist Teacher, Co- Chairman of Steering Committee (WRSM)
Johnson, Clara	Assistant Headmaster SEE SUMMARY OF ADMINISTRATION RESPONSIBILITIES AND ACTIVITIES		

C-12-C-11h

Staff School and Community Functions (cont'd)

<u>NAME *</u>	<u>SUBJECT(S)</u>	<u>SPECIALTIES</u>	<u>EXTRA CURRICULAR ACTIVITIES</u>
Johnson, Naoma	Math, Language Arts	Typing, Hand-writing	Socialist Teacher, Child Care
Johnson, Shawntiki	Math, Language Arts, Social Science		Child Care
Jones, Stephanie	Math, Language Arts (High School Student)	Art, Math	Dentist
Looman, Carolyn	Math, Language Arts, Social Science	Crafts	Apt. #1, Supervisor(Full Time ) Letter Writing
Lucientes, Christine	Math, Language Arts Handwriting		Administration Secretary
Muldrow, Yvette	Phonics, Reading	Typing, Sewing	Child Care
Neal, Cordell	Math, Language Arts, Socialism, Black History	Spanish, Black History	Photography, Socialist Teacher, Barber
Newman, Darlene	Math, Language Arts, Social Science		Socialist Teacher and Test Grader, Needs Committee
Page, Rhonda	Creative Writing, Math	Typing, Sewing	Councilor, Child Supervisor
Simon, Pauline	Language Arts, Math	Typing, Music, Sewing, Cooking	Socialist Teacher(plus Additional classes)
Stroud, Daisy	English, Math	Typing, Sewing, Chinese	
Wheeler, Marlene	Math, Language Arts Perceptual Skills	Perceptual Training	WRSM Teacher, Student Council, Sewing, Apt. #1 Supervisor
Wotherspoon, Peter	Language Arts, Math Science, Spanish	Crafts	Macrame, Crafts

C-12-C-1(1)

Elementary + Secondary  
Medical Records

7/7/78

PEDIATRIC OPHTHALMOLOGY REPORT

The following students are those that need glasses. I have found that most of the children that have behavioral problems also have visual problems. Most of the Baisey children have visual problems. Mark and Issac Rhodes both have bad vision. However so does their mother. The following are definitions describing the different problems entailed.

Exophoria-Abnormal turning of one or both eyes outward.

Esophoria- Abnormal turning of one or both eyes inward.

Strabismus- Lack of muscular coordination

Visual acuity\*- chart test, normal vision 20/20

Visual Fields- The space within which an object can be seen while the eye remains fixed on some one point.

Cupping- an early sign of glaucoma(increased intraocular pressure)

Bilat- In both

The following are a list of children and their various problems;

Wanda Baisey. The Dr's in the states told her mother that she had a retinal or optic nerve disease which will cause her to go blind. Her visual acuity is 20/100 bilat. However it changes at times. Her visual fields are greatly decreased, she now has tunnel vision. Upon examination I nor Dr. Schacht found any optic nerve or retinal disease. However we still have to do a more thorough exam. The Dr. in the states also that Wanda is to wear sunglasses at all times. Since she has been here she has never worn the glasses I recently gave her a pair to wear. Her visual acuity has decreased greatly since she has been here. We have not yet decided what we are going to do about Wanda. We need an ophthalmologist's consultation.

C-12-C-2



cont. pg 2

Raymond McKnight was found to be blind in his right eye. The cause not really known. We think it may be due to a fall he had from an examining table at 6 weeks old. From the fall he obtained a skull fracture. His retina appears to be degenerating. After consultation with Tom Grubbs we found Raymond to be oriented to the right hand and foot. In order to keep Raymond from having more coordination problems and mental confusion she will have to be trained to use his ~~right~~ left hand and feet. I feel that his present coordination problems may be due to his left eyed and right handedness. I have talked with Tom on various ways of going about this. We should have an ophthalmologist's consultation.

Mark Rhodes A child with many behavioral problems has a significant eye problem. He has cupping in his eyes. This was also noted in his mother's eyes. Isaac also has been found to have a bad visual problem. Mark's visual acuity is 20/50, 20/40

Issac Rhodes Visual acuity 20/400 Bilat. His visual fields are greatly constricted.

Derrick Walker Visual acuity 20/100. 20/35 with decreased visual fields. Emph noted on convergence (looking cross eyed)

Alfreeda March Visual acuity 20/100 bilat. She was born nearsighted.

Alfred March Also born nearsighted. His last pair of glasses were obtained in GT. They were sent in to get repaired and were lost there.

Teresa Cordell Visual acuity 20/50, 20/100 Her last pair glasses were lost in the states.

Judy Houston Visual acuity 20/20, 20/800 with glasses. Her present glasses are badly scratched and the prescription is too old.

Lawrence Visual acuity 20/50 20/40 He also has muscle weakness

Ronald Campbell Visual acuity 20/40, 20/50

C-12-C-2a

Tina ~~camp~~ Christian 20/40, bilat. with glasses. 20/50 bilat without glasses. Her present glasses are not strong enough.

Trinadette Baisey Visual acuity 20/40 bilat. Visual fields greatly decreased Intermittent exo and esophoria noted bilaterally

Julie Runnels Visual acuity 20/50 bilat. Medial Rectus muscles unable to work simultaneously (-pt. unable to look cross eyed)

James Baisey Visual acuity 20/30 bilat. Slight esophoria noted

Betty J. Gill Visual acuity 20/40 bilat. Strabismus noted in the left eye with exophoria. Visual fields decreased greatly.

Loretha Buckley Visual acuity 20/30. 20/50 Visual fields greatly decreased.

Joyce McIntyre Visual acuity 20/30, 20/25

Anita March visual acuity 20/25, 20/30

Lominque Gardfrey Visual acuity 20/50, 20/40

Kecia Baisey Visual acuity 20/30 bilat. Strabismus noted in the right eye to be exotropic. C up ping also noted bilat. Present glasses were lost in route to Guyana.

Sonya Evans Visual acuity 20/30 Bilat. Strabismus noted to be esophoria

~~Chris Buckley~~ <sup>Chris Buckley</sup> Darrsch Buckley Visual acuity 20/30 bilat. Slight strabismus noted to be esophoria

Derrick Johnson Visual acuity 20/30 bilat Present glasses lost

Glenell Johnson Visual acuity 20/40 bilat

Shiron Johnson Visual acuity 20/35, 20/30

Stephannie Smith Visual acuity 20/75, 20/35 With decreased visual fields.

Kim Rochelle Visual acuity 20/35 bilat with esophoria noted

Thanny Garcia found to have strabismus in her left eye. there is a slight decrease in the visual acuity in that eye. Strabismus in uncorrected will cause blindness in that eye. I think tiffany should see an ophthalmologist.

The treatment for strabismus is surgery.

C-12-c-2b

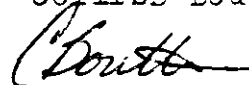
cont pg5

<u>NAME</u>	<u>AGE</u>	<u>PARENT</u>
Derrick Johnson	8	Ira Johnson
Glenell Johnson	7	Patsy Johnson
Shiron Jonhson	11	Patsy Johnson
Stephannie Smith	13	Barbara Smith
Kim Rochelle	11	Wanda-B
Wanda Baisey	14	Shirley Baisey

\*\*\*This lis is as of 7/7/78 I would imagine that this list will groww daily.

THAND DAD,

Corlisd Boutte



C-12-c-2d

TO: AVA JONES

FROM: JUDY IAJMES

# Medical Records

RE: SCHEDULE, DUTIES, HEALTH CARE OF JUNIOR HIGH AND HIGH SCHOOL

I have been assigned as the practitioner for the junior high school and high school students. My duties related to them are as follows;

1. Responsibility for following the health and progress of these students.
2. To do complete physical examinations on all of these students at least once a year hopefully twice.
3. After seeing each student it will be my responsibility to refer them to the appropriate people for exams in their special area, i.e., Shanda for dental check up, Corlis for eye exam, to Sharon, Joyce or Larry for problems which need further evaluation. I also will be responsible to see that this is followed up.
4. Weekly body checks of the junior high students for sores, athletes foot, lice, etc. and problems that might otherwise go undetected and untreated for long periods of time.
5. To do weekly weights on all students and watch for weight loss or excessive gain and present to the diet committee (of which I am a member) for appropriate diet therapy.
6. To do specific treatments not done in the nurses office, i.e. ear treatments, wound treatments, etc.
7. To give all immunizations required

C-12-c-3

Routine schedule as follows:

6:30 - 8:30 review charts of the patients being  
seen that day

7:30 - 12:00 physical exams & write up, special  
treatments

12:00 - 12:30 Lunch

12:30 - 2:00 Follow up on problems

2:00 - 4:00 Meeting or class time

4:00 - 5:00 Break

5:00 - 6:50 Study material involved in Practitioner  
course

Variations from this schedule:

Monday - weigh high school girls 7:00p - 9:00p

Tuesday - Medical staff meeting 2:00 - 4:00

Wednesday - Practitioner class with Joyce and Sharon 2:00 - 4:00

Thursday - 10:30 - 1:00 Supervising nurse in nurses office

Friday - Peer review with Larry

Saturday - Check Jr. High School weights and body check 1:00  
4:00 Break 4:00 - 6:00 Supervising Nurse in  
nurses office 6:00 - 10:00

Sunday -  $\frac{1}{2}$  Day Morning used for follow up and paper work

Monday - Supervising nurse in nurses office from 6:30a- 10:00p  
with a break from 11:00-2:00

THE FOLLOWING IS A LIST OF JUNIOR HIGH SCHOOL AND HIGH SCHOOL STUDENTS

I AM RESPONSIBLE FOR SEEING AND FOLLOWING THE HEALTH CARE OF:

AMOS, CHRISTA	CORDELL, JIMMY	JOHNSON, GARY
AMOS, MARTIN	CORDELL, JULIE	JOHNSON, GERALD
ANDERSON, JEROME	CORDELL, MABEL	JOHNSON, JAMES
ANDERSON, MARCUS	CORDELL, RICHARD	JOHNSON, JANICE
ANDERSON, MAURICE	CORDELL, RITA	JOHNSON, JOANN
BAISY, JAMES	CORDELL, SHAWNTERRI	JOHNSON, JOYCE
BAISY, KECIA	COX, TANYA	JOHNSON, RICKY
BAISY, WANDA	DANIELS, MICHAEL	JOHNSON, SHAWNTIKI
BAKER, ERIC	DARNES, BRAUN	JONES, HILL
BAKER, JAIR	DAVIS, ERIC	JONES, JIM JR.
BAKER, SHAWN	DELAHAUSSEY, TAMMY	JONES, STEVEN
BAKER, TERIK	DENNIS, PATTY	JONES, TIM (DAY)
BARGEMAN, RORY	DENNIS, RONNIE	JONES, TIM (NIGHT)
BARGEMAN, TRRY	DOUGLAS, CALVIN	KEMP, MELANIE
BEAM, ELLIE	DOUGLAS, JOYCE	KICE, TOMMY
BELL, CARLOS	DUCKETT, RONALD	KLINGMAN, TODD
BISHOP, JIM A.	FIELD, LORI	KLINGMAN, WILLIAM
BISHOP, STEPHANIE	FIELDS, MARK	LAWRENCE, DEE DEE
BOGUE, MARI LEE	FORD, ANTHONY	LENDO, KAREN
BOGUE, THOMAS	FORD, EDWARD	LEROY, ERIN
BOWERS, REGINA	FORD, JAMES	LINTON, TONY
BRADY, GEORGI ANNE	FYE, KIM	LOPEZ, VINCENT
BRADY, MICHELLE	GARDFREY, DANIELLE	LUNDQUIST, DOV
BREIDENBACK, MELANIE	GARDFREY, DAWN	MC CALL, WAYNE
BREIDENBACK, WESLEY	GEORGE, DAVID	MC CANN, EILEEN
BRI GGS, DONNA	GIEG, CLIFFORD	MC INTYRE, JOYCE
BRIGHT, JUANI TA	GIEG, STANLY	MC MURRY, RENE
BRIGHT, LAWRENCE	GILL, BETTY JEAN	MC MURRAY, TEDDY
BROWN, YOLANDA	GODWIN, DAVID	MALONE, WILLIE
BUCKLEY, CHRIS	GREENE, ANITRA	MARCH, ALFRED
BUCKLEY, DOROTHY	GRIFFITH, ARMONDO	MARCH, ALFREDA
BUCKLEY, FRANCES	GRIFFITH, MARY	MARCH, ANITA
BUCKLEY, LORETHA	GUY, BRYON	MARSHALL, DIANSE
BUCKLEY, ODESTA	GUY, KEITH	MARTIN, DARRELL
BUSH, WILLIAM	GUY, THURMOND	MITCHELL, BEVERLY
CANNON, HENRY	HARRIS, SHUANNA	MITCHELL, CHERYL
CANNON, VITA	HAYDEN, EYVONNE	MITCHELL, LAWANDA
CARR, KAREN	HEATH, MICHAEL	MITCHELL, LINDA
CASSANOVA, ANGELA	HENDERSON, CHARLES	MITCHELL, TONY
CASSANOVA, SOPHIA	HICKS, ANTHONY	MORRISON, ERIS
CASSANOVA, DEANE	HICKS, ROMALDO	MORRISON, EYVONE
CASSANOVA, DON	HOUSTON, JUDY	<del>XXXXXXXX</del>
CHACON, STEPHANIE	HOUSTON PATRICIA	NEWELL, ALLAN
CHAIKEN, DAVID	INGRAM, AVA	NEWELL, KARL
CHAIKEN, GAIL	JACKSON, EILEEN	NEWELL, CHRIS
COBB, BRENDA	JANARO, DARREN	NEWELL, HERBERT
COBB, JOEL	JANARO, MAURI	NEWSOME, KEITH
COBB, JOHN	JANARO, MARVIN	PARKS, BRENDA
CORDELL, CANDACE	JOHNSON, DENNISE	PARKS, TRACY
CORDELL, CINDY	JOHNSON, GARNETT	

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POLK, JOYCE  
FONTS, DONNA  
RAMEY, DARLENE  
REED, KENNY  
ROBINSON, ORLINDO  
ROCHELLE, KIM  
RODRIGUES, AURORA  
SANTIAGO, ALLIDA  
SLY, MARK  
SMITH, KELLY  
SMITH, KIRTAS  
SMITH, KRISTA  
SMITH, OLLIE  
SMITH, STEPHANIE  
SMITH, YOLANDA  
SOLOMAN, TINY

STONE, TRACY  
SWANEY, STEPHANIE  
THOMAS, WHILITA  
TRUSS, CORNELIUS  
TUPPER, JANET  
TUPPER, LARRY  
TUPPER, JANET *Mary*  
VICTOR, LILLIE  
WADE, KEITH  
WAGNER, MARK  
WALKER, DERRICK  
WALKER, NEWHAUNDA  
WAREEN, BRENDA  
WARREN, GLORIA  
WARREN, JANICE  
WARREN,

WHEELER, JEFF  
WHITMORE, LISA  
WILSON, BURRELL  
WILSON, EZEKIAL  
WILSON, JERRY  
WRIGHT, KEITH  
WRIGHT, LISA  
WRIGHT, STANLEY

TOTAL OF 190 STUDENTS.

C-12-c-30

FRANK LAINDES

—NOUVELLE OBSERVATEUR INTER—  
VIEW WITH JJ KEEP COPY —



NOUVELLE OBSERVATOIRE  
INTERVIEW

COPY - Carolyn Layton

R. If you were going to die in a week, what would be the ultimate thing you would take care of?

J. That's a pretty hard question, being that I have an enormous commitment to people, a large number of people that I would be responsible for. That would be enormously hard for me to answer. I want to give as much time to the people I love, not just limited to my "nuclear family;" it's a much larger scope. There would be a priority. My children. I have adopted many, and have one natural born. I try to live every day as if it might be the last. Death is a reality. To a controversial person, it's a vivid reality all the time, so I try, when I pass people, my children, my companion, others...I try to extend as much love as I can every day because I would want to be sure that they knew I loved them as much as humanly possible to love. I deeply want them to know that. I try to do that on a daily basis because sometimes one doesn't have a week. So I guess built into me is the thought I could die anytime.

R. What's love?

J. It's genuine concern for people. I've tried to overcome needing people; it's a terrible burden. I haven't overcome it but I try not to impose my needs on others. There are a lot of people who are needy, so I try to be one of those persons who can respond to need as much as possible. And you never do it as adequately as you feel it should be done.

R. Don't you think that somebody can be an (asset?) to somebody else as far as needs are concerned?

J. Not totally, but you can help them. You can LIVE to help them. Help them in terms of finding solutions ~~xxxxxxx~~ within themselves. I don't believe in building very strong dependencies. I don't want to build any dependencies at all, if I can avoid that.

R. How can you escape them? Thousands of people depend on you, I mean, a good many...

J. I don't escape it. But I would like to, because, if I died, I wouldn't want anyone to suffer hurt or pain any more than necessary. That's why I am trying to develop an institution that greatly functions without my presence.

R. How is the ideal country that you would dream about?

J. A country that has a great sharing of the wealth. Thank you for asking that. You're sensitive. I would consider ideal a country where race made no difference, where whether a person believed in God or didn't believe in God would be irrelevant. A country where there was equal opportunity, but a great deal of sharing of the resources...that's idealistic and Utopian, I'm sure. But that would be my ideal. I would be happy to live in a society where I had a lot less than anyone else if I could see everyone else having enough.

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R. How do you see yourself in ten years?

J. Probably dead. I think at the pace I go, it's a possibility. I work very extensively, have threats on my life from the Nazis, and threats on my life from the Ku Klux Klan, threats on my life from even certain militants of the far Left as well as the far Right. I think it's plausible that sometime, someone will get me.

R. (?)...unselfish attitude - you must look after yourself because people need you.

J. I try to do that and yet I am not doing it well enough. And yet when someone comes with needs, so many crises come from every angle, you don't know where to say "no." It's very difficult to develop boundaries, but you're quite right...I have no argument for that. I think I get by with a lot less rest than most people can. I think that's been proven.

R. You get two hours...

J. But two hours are not enough, not now. I think earlier in my life it was not that important, but now, I am beginning to feel it.

R. If a good fairy came to you with a magic wand, and said you could have three goals, what would they be, right now?

J. Three goals. Oh, my,...idealistic goals or realistic goals?

R. Realistic.

J. First, I'd like to see a world that would not have to live underneath the shadow of nuclear war, the sword of Damocles; Second, a world free from hunger; Third, a world where there's happiness. And I don't think that comes from material things alone. Genuine happiness would have to develop out of tolerance, understanding....

R. Do you ever make mistakes?

J. Not every minute.

R. What was the biggest one?

J. That's very difficult when you make many.

R. But what was the worst thing you ever did?

J. That was probably not to stand up publicly and denounce Senator McCarthy earlier than I did. For the sake of the family...not to protect myself. But I let him get by with too much. Even though I was one of the earlier ones to denounce him, it wasn't early enough. That was the worst thing, because he almost led the nation into a menacing, cruel kind of fascism.

R. What about I was saying, just for the storybook, how do you see what will happen with the Indian people in this country?

J. It depends. If we continue to build, to evolve into a more democratic society, acceptance will take place. If we have an economic turn for the worse I can see that we could have fascism. We have a rising trend of racism. You mentioned seeing 63 Nazis gathered together in the most liberal area of America. It's been clearly presented what Hitler did. But we even have a faculty member of Northwestern University who publishes a book that denies that the Holocaust ever took place. It's called The Hoax of the Twentieth Century. This book is in popular demand, and is being circulated by many right wing groups. It just depends upon which way things go. I have a feeling that no nation is immune to fascism. No nation is immune to the kind of things Hitler did, partially as a result of public apathy. Germans right next door to the concentration camps said they didn't know what was happening. It's hard for me to conceive of that, but I think it's possible for people to rationalize...

R. I was wondering with the Indian...I did not see any answers when I came back from (name of reservation). It was very heavy...

J. Very heavy. When we helped Dennis Banks, we did what we could, but it was only a drop in the bucket. Even \$20,000 is a drop in the bucket.

R. Well, still it's a big thing.

J. Kind of you to say so. But in terms of the many Indians living on reservations, living in a paternalistic society, it's very difficult. It could be that we will see the disappearance of the Native American as we're seeing in Brazil and many other parts of the world.

R. What is happening in this city that makes you really mad?

J. Racism makes me very mad. Indifference by those that have so much property. The International Hotel situation, where people for 40 years have lived in one place. It's owned by a corporation that's been rumored to receive their funds from tax dollars that were given to aid people in the Far East, then that money ends up in the hands of people it was not intended for. They come over here and buy property, dispossess elderly, then go to the extent of using the machinery of the law and the courts to uphold it. I guess I am more incensed that there's still a prevalent attitude that we should put property rights above human rights.

R. If you'd like to go somewhere else, away from America, where would you go?

J. South America, carve out a little community there. Far away from civilized society. Impossible, really. An island in the sea someplace that hasn't been noted on any particular map, if you could find it.

R. But at least you would recreate what you have here; at least I hope you would.

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J. I would. I didn't mean I would go it alone.

R. Who was the most impressive person you ever met?

J. The one that comes immediately to mind is Laura Allende, because she's the most recent. It deeply inspired me to see her give of herself so freely here when she was in much obvious pain. It was very touching to realize that she had three speaking engagements the day she came here, and yet, when she found that she could speak to over 3,000 people, she insisted that she must take that opportunity for the sake of her fellow countrypeople who were being tortured in Chile. She touched me very profoundly. She's a very committed human being.

R. What do you think of woman's lib?

J. I think it's important that women be liberated. I would have liked to have seen some of those middle class women work a little harder to have liberated some black people, some poor whites, some Indians, too. I think it's all very important. The liberation of women leads to the liberation of men. I think the woman has a right to be freed from the image the man's world has created for her.

R. You mean, no dependency at all?

J. Well, if that's her choice. She has the right to be what she wants to be. I believe a person has a right to their own sexual preferences, their own sexual orientation.

R. Should be aware of what she wants to be...

J. Right, to be what she wants to be. That's what I mean by her emancipation. She has a right to be what she perceives as her role -- not what men project on to her.

R. If she knows, if she is going to find out what she wants to be, how do you suggest that she go about knowing what she wants to be?

J. Well, I guess it helps to talk with others.

R. Women's education...

J. It's very difficult; it's quite a man's world still. So I think that the liberation movements are very important, for women to get together and decide their own types of programs to study. This would be true for every society. It's not only Western society that has this problem. It exists in the non-Western, socialist world. There's an overemphasis on the male in all facets. Religion. Even making God a "he," Who knows if that is so? Deity could be feminine, though an even greater question, beyond the Gender of God, is the question of the very existence of Deity.

R. Did you ever think about writing your memoirs?

J. I'm not a good enough writer to write memoirs. No, not a sufficient writer to do that. I think that a lot of people have written well about their lives, and history has plenty of good guidelines if we would study and follow them.

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R. But what about good people writing about uninteresting lives? It's not because they're good that they can write a good book. You've had a fascinating life; you could write a fascinating book.

J. You have to have the skill to write, though.

R. I know, but aren't you scared of writing a book?

J. Well, I couldn't write a book that would be worth reading.

R. Oh, but you would write it with someone, but don't you think you have a lot to give people at the level of a book?

J. I don't know. You'd have to know that. I think that we have Martin Luther King. We've done very little to emulate him. We have Cesar Chavez. Very few people know him though he is so widely exposed. Dennis Banks is a good man. There are a lot of people we could start with before me. I'm not that widely known. I'm thinking of utility, too. I think it's a shame that more wasn't exposed of the life of a person like Dennis Banks, because his commitment (and his wife's), is very tremendous. A book about them would be really fascinating. I'm more isolated in one area of the nation, though I minister in other places. I wonder how many people are reading, though. I hope they're reading more than I anticipate.

R. You mean, in a general way?

J. Yes, in a general way.

R. Well, the world is reading.

J. Well, it may be in France. I don't know.

R. Yeah, I don't know the average. I think the world reads a lot.

J. I hear different newspeople, and they give me different answers--perspectives. Most I've met lately are wondering about it, at least. The "boob tube," the television--it's almost created an addiction. I notice that reading is decreasing. I've seen some statistics, I can't quote them offhand, but reading has significantly decreased since the age of television.

R. In France, they become, they start to get addicted to TV, but it's not as bad as here.

J. Children watch 4-5 hours a day...

R. What do you think irritates you when you meet someone? Sometimes we get one feeling out of somebody. What stand out in your mind?

J. I've overcome that. I don't make immediate reactions to people anymore. I've learned, from too many mistakes, that it is very bad business to make an initial judgement. We can't know all our own subjective reactions. I may react to a person because they subconsciously remind me of a teacher I had in school. ~~XXX~~ I'm careful not to let that bar me from going on. I don't think I'm critically irritated.

R. But deep down, there must be something, even if you overcome it, I'm sure you do.

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J. Well, it's not looks or appearance. When a person opens his mouth and comes out with crass insensitivity about people, about the aged, or race, or shows intolerance -- that bothers me. I think we need a great deal of tolerance in our society. I'm motivated heterosexually, and I don't have any homosexual need that I am aware of, but recently someone made a crack about a gay person -- that infuriated me. I don't think that sexual persuasion or orientation has a damn thing to do with what a person is. I don't think that it should enter in. I don't like these jokes about people. And there's a lot of it in America. Particularly some males are so insecure about their own sexuality that they have to make comments.

R. In this country, I've seen females insecure. If I was a man, I could not stand the general...they x just present ~~xx~~ them so dumb, they just emasculate them. This was my general. I've been here three years.

J. You've got a better perspective than I because we're insulated. Here it is not the case. The church is sort of a world within a world. The women are not that way in this congregation, so you would see more of that than I.

R. How do you relax?

J. With my children, with my wife. A little reading. Sex. I don't like television very much. Occasionally. Roots was interesting, and a documentary or ~~xxx~~ two.

R. I gave Tim Carter the address of a kind of friend of mine who is Vice President of Walpole production company, who produced Roots. He also ~~xx~~ made this movie about Chief Joseph. American producer, very wealthy, warm, sensitive guy. I suggest you send every kind of material you have about the church here, and I shall write him. He's always a good...a good man. If someday he is here, I really wish he stop by and say hello. Who knows? As I was saying, this place could make a tremendous documentary.

J. It could. I was asking because if it could, it would be worthwhile. How had you heard of us, but the way? I didn't realize we were...

R. Cecil.

J. Oh, Cecil. I like Cecil.

R. I was here for Martin Luther King Day.

J. Well, you know my philosophy. You've heard it.

R. You have a very scary person.

J. I'm scary? Oh, dear, I don't want to be scary!

R. I don't know if you know it or not, but you are.

J. What way? Elaborate. I'm interested.

R. Strength. Real, genuine strength. It's scary. It's a huge tool...

J. It can be used for good or for evil.

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R. You are sensitive. But, it's beautiful.

J. You're quite correct. Strength is beautiful. But, of course, Hitler had strength, too.

R. Yeah, but his sickness was as big as the amount of strength that he had. You could feel that.

J. I don't understand German but I could sense it in his delivery. It's very hard at least for me to determine a good person from a bad person, ~~XXXXXXXXXXXXXXXXXXXX~~ unless I understand the language. Fidel Castro is a strong person, I think a good person. He may be more autocratic than some would prefer. I can't ascertain that. I know Cuba...it's a good solution for the Cuban people. There's a general state of well being there. But Castro, when he's wound up, and Hitler when he was wound up -- it was very hard if you didn't understand the language to know the enormous difference.

R. But still you get some vibration from them...

J. I was just thinking that the general public would have some difficulty with strength -- so I'm "scary," I suppose. I don't like to be. It's too bad.

R. Well I think it's about power, and you're a very powerful person.

J. I wish people could see me as a good person, because I am a good person. Power...

R. Goodness is scary too. It's rare and everything rare to me is scary.

J. I love to find good people and I'm sure you're not scared of finding good people. You must find so many that are not; you're glad to find good people.

R. What's a good person?

J. Well, a person that's got their ego under some control, you know, and is willing to live and let live. Some people have such insatiable ego, a desire for power. I think the only person who's capable of leading is someone that doesn't like leading. Really doesn't basically like it. Then that person may be capable of being a representative of the people. I wish to see people someday moving on one level. I'm afraid of strong leaders. Strong leaders can be very dangerous. They can lead us to demagoguery. You've got to know your own mind. You've got to be aware of what's going on in your ego. Know yourself.

R. How can you protect yourself against a huge ego trip that logically everybody can expect to find and obviously you don't, I mean you're not on it.

J. I'm glad you're sensitive to that. Because so many people-- it troubles me when they come here, they expect me to be on that kind of trip. I think it's very difficult for us to see in someone else what's not in ourselves. Most difficult. Many people have difficult envisioning that I'm not getting something out of a leadership role. All I'm getting out of this is pain, which

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I'd like to be free of. I can honestly say, if I had anyone who could take my place today, I would welcome it, that would be my greatest ambition. To just get relief from this sense of being needed, I want to be needed, but not so much. Too many needs coming at me from too many directions, and I can't cope with all of them. I try but I know I'm not coping with them as well as I should. How do you prevent ego trips? Well, you look at history and see people who've done the greatest good, they all end up in the same place--the grave. Life's very short, at the best. I don't know how people can feel so important. The greatest souls have been wiped out. The most powerful people have been wiped out. I really can't imagine... the greatest movements, the most popular leaders, popular one day and in disfavor the next. Take Jesus Christ: one week they were going to crown him king of kings and god of gods, and the next week they crucified him. I think if anyone would look at history, it would be easy to stay out of an ego trip.

R. That's easy for you... Is there anything you miss, anything that you did not do yet that you would like to do?

J. Travel. I'd like to see a lot more of the world. Meet more people, as long as they didn't need me too much. I get involved, evryt I get someplace. I think in America we should have some guilt beacuse we are living in the affluence that the Third World, the less privileged have helped to create, and that has also been somewhat brought about by multi-nationals that have not handled their responsibilities in the kindest, in the fairest manner.

R. Where do you think about travelling, you say you miss travelling...

J. A number of places. Europe, China, Soviet Union, Scandinavia, the Arab Republics, Israel. Not in that order necessarily. The whole world. I don't want to see more people hungry. India. I don't think I could handle that right now. I see enough pain, enough suffering. I don't want to see any more pain for a little while. Maybe later I'll go to India if I have to.

R. Describe to me one of your day---what did you do today? Seven a.m. on...

J. What did I do today? Counseled a woman going to commit suicide; talked to someone who was on drugs; talked to someone else who wanted to leave her husband; dealt with a host of problems I couldn't go into. Tried to get the newspaper distribution worked out. I went on a radio show for an hour. I interviewed with five reporters. I talked with the Public Advocates on what we could do about a number of problems, discrimination in the police department, discrimination on the various levels of the community, International Hotel, which seems to still not have a legal resolution; we got a postponement but there are a lot of things left to be done. I met with a group of truckers who felt they were not getting fair treatment in the mayor's office. I met with another group, NAACP, and Cecil Williams, on another matter to talk to the Mayor about. I met with a group of Commissioners on housing. I wrote letters from one til six and have not been tobed since some time Monday night. I didn't lay down last night. Numb. Not the best time for you, I'm sorry that you have to interview me now because I'm not as quick, you know. I'd be upstairs dealing with business otherwise. But that's alright, you're a nice person, so it's no problem. I like to be probed. It's good: for the mind to have

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people ask you questions. Introspection, self-analysis is good, but others asking their very pointed questions... and you ask very good questions.

R. What did you say to the woman who wanted to commit suicide?

J. Well, it was a pretty complex situation. Children involved, husband involved, so I had to put a little bit of responsibility on her. She didn't feel she was needed. She felt like he could live without her, which was grossly ridiculous. Her husband too busy, and the children making their natural growth; it just appeared that they were getting along without her. I agreed to meet with the family and help to have some interchange so that she could better realize. That's just the basic thing, I put her in the hands of three other counselors to follow up on the situation. So I'm really not in touch with what's happening right now. But that's initially what I told her I could do. I assured her from things I knew about the man, he is not a member of the church, that he did care for her very much but that he was very preoccupied with business and pressures.

R. What is from your point of view the Number 1 problem of American people?

J. I see the general problem of apathy, unwillingness to get involved. I also see the pressure of economics being severe. Yet, we're not as pressured in that sense, as many cultures which seem to have more warmth for each other, more cordiality. Our big problem, dangerous for the future of democracy, is that we're an apathetic people.

R. How do you expect people to be able to be awakened?

J. Media has a great responsibility. There has to be more stimulation from the media. Television's got to be filled with something more than just action serials. In television, a nice word for violence is "action serials". Religion is too futuristic, too involved in speculation about what the next world's going to be, irrelevant to the problems here and now.

R. And losing the real...

J. Humanism. The humanism is lost.

R. How do you see young people, under twenty, how do you picture them?

J. I have a great deal of pain for them because the future is very bleak. Many world scientists think we are not going to make it through the Thermonuclear Age. I don't know one nuclear scientist who doesn't say we are somewhere in the eleventh, near the midnight hour. We've got overpopulation and food shortages before us. It's very difficult, not to mention that some 90% of the world is under one form of dictatorship or another. I have a great deal of compassion for young people. It's not easy being young.

R. Is there anybody in the world that's political, actor, writer, whatever, that you would like to meet?

---10--

J. Sartre.

R. Why?

J. Well, I've just heard many good things about the man from a dis-  
In recent times, I've been too involved, my reading is not up to  
what it ought to be because of just being involved so much in human  
service work, but he fascinated me. He's taken very important sta-  
on behalf of oppressed people. When you mentioned "writer" he came  
to mind. I don't know that he would be the most important person I  
would want to meet.

R. Who would you like to meet?

J. I guess I refuse to testify on the grounds that it might tend to  
incriminate me.

R. Let's talk a little bit about your family, your children.

J. Had 10, most adopted, some are grown. We have four still in  
the home, the others are grown, one was killed in a very tragic  
accident in 1960.

R. How old is the oldest?

J. I think 27. My wife and I adopted her when we were very young.

R. And how old is the youngest?

J. About 16.

R. What do you wish for your children?

J. The same thing I mentioned for the world. Peace. To be able to  
live in a society where they could plan for the future, with no  
dangers of oppressive government. To have enough to sustain a  
good life. To be able to pursue the kind of education or career  
they wished to. But I wish that for the whole world.

R. Yes, that's right. Peace. To be able to live in a society where  
there would be planning for the future, with no dangers of oppressive  
government. To have enough to sustain a good life. To be able to  
pursue the kind of education or career one wishes. But I wish that  
for the whole world.

R. Yes, that's right. There's a heavy drug problem in America, a lot  
of kids who have used dope. What kind of direction would you give a  
kid who came to you with that problem?

J. I would try to get them involved in the sense of community that  
we have. If they're really involved with the pusher, we often suggest  
that they get clear away, and one means of getting away is our  
agricultural project which is in South America.

R. Yeah, they mentioned that to me. It sounds beautiful.

J. It is. There we've had the most difficult cases -- they seem  
to find a new life, 100 per cent. We've had no recidivism.

C-12-d-1A

R. Not at all? Not one?

J. I'm an environmental determinist. I'll tell you why. We have had the most difficult cases you could ever imagine in your born days, some of the more impossible. The courts had given up on them. THE Social service agencies had given up on them, and said "get them out of here or we're going to put them in jail." One was a kleptomaniac, one a child molester, another so psychotic that he was even labeled psychotic. I'm not a psychologist, and I don't know exactly what the dynamics of it are, but new opportunity, new horizons, being away from old associations, and being given love and support have just made all the difference. I'm talking about people who have gone two years without recidivism. I'm not including those people who we've sent in the past 3 or 4 months. It's too soon to make a judgement on them, though the signs are that they all are going to come through beautifully.

R. How do you see the influence of psychoanalysis here in this country? Everybody goes to the psychoanalyst. How do you feel about that?

J. I think that they ought to get a heavy indoctrination of some of the people who are giving much of their life for others. When listening to Laura Allende a few weeks ago, I was experiencing a little heart trouble -- a fibrillation. I looked at her, and suddenly, I said to myself "Why, damn you, Jim Jones, you're worrying too much about your problem." My ulcer disappeared in 3 or 4 days and my heart went back to normal, regular beat. I think we contemplate our navel too much in this country. All his occultism, interest in yoga...

R. The gurus...

J. Gurus, yeah, bullshit.

R. So glad I got my hour. Some mentioned Delancey St.

J. I like Maher.

R. I've just met him five minutes.

J. He's the wittiest, one of the most brilliant minds you'll ever run into. Very bright. The results of his work are fantastic.

R. Right, oh yeah! You get a feeling of an old house...really trying to make it...in France if you are a dope fiend you can die. Nobody will give you help to try to get yourself together.. You can be in the hospital, maybe spend two weeks getting detoxification, and so what, then go back to the streets and start again. Here your operation is like Delancey St.

J. We have the same kind of service. When people come in, then we don't put them back on the street.

R. If they want our help, we will go the length, even if it means getting them across the sea to a new opportunity, away from the situation. We don't, as you say, detoxify and then leave them alone. Because, as you say, they will only go right back to their old patterns.

C-12-d-18



all I could see was just like drifting into the center of a hurricane, all around me was a physical sensation that I was drifting into a kind of quiet place. And then I heard him. I began to fight in my mind. Who can say, it's subjective. But I think that fight made the difference. The doctor didn't know how the hell I made it.

R. How do you feel about Gilmore?

J. I had such mixed feelings. The precedent of capital punishment disturbs me because it is only imposed upon the poor, or those who are of modest means, at best. It has been said that anyone who has \$50,000 of assets has never been executed. I think it's very brutal that we allowed the state to give a man his wish who wasn't courageous enough to commit suicide and who wanted someone else to do it for him. I think it was a mistake. Even from a standpoint of humanity, it was wrong. From a standpoint of giving a lesson to others, it was wrong because there are a lot of people who want to commit suicide, but are fearful of doing it. So if they can then go out and shoot two or three people, and the state takes over and does the suicide for them...I thought it was gross. But when Gilmore got so close to doing away with himself, I also thought it was gross to bring him back and sentence him to death.

C-12-d-1 L

C-12-e

BUSINESS AUDIT COMMITTEE  
Meeting of 2 July 78

*Terri Buford*

Attending: Troika--Johnny Jones, Carolyn Layton and Harriet Tropp

Jack Beam, Kay Nelson, Tish Leroy, Gene Chaikin, Terri  
Buford, Rheavianna Beam  
Called in: Tim Swirney

- AGENDA:
- 1) Tax laws of Guyana --Tish to study
  - 2) Purchases abroad to be scheduled
  - 3) Downriver money--business and procurement
  - 4) Tax Receipts
  - 5) R & P DO-Drop-In  
--instructions to Rheavianna and Patty and  
questions for Terri to ask of counsel.
  - 6) Neville Shaw, Guysucro Agronomist--coming in
  - 7) Possible boat lease for Cassava Mill
  - 8) Cudjoe business operation
  - 9) Kay's assistant

-----  
Tax Laws of Guyana--Tish to get these from library and study them:  
are found under INLAND REVENUE, under LAWS OF GUYANA

PURCHASES ABROAD--to be considered soon. The price of gabardine in Gtn is  
\$39 per yard --very high. If we go to Tai Wan and do the pur-  
chasing there, will save us much money. Cannot afford this price  
for pants and garments we will be making for sale. Kay mentioned  
that in the overseas purchasing their price breaks are determine  
by the quantities you buy --if only small quantity is more, but  
at most is much cheaper than states. Object of course is to get  
large as possible orders on as much as we can per trip, crate it  
and ship and ensure it before leaving the area.

DOWNRIVER MONEY--Rheavianna was instructed to turn the cash she makes down  
river into Maria and the records into Kay. The procurement money  
is also to be sent home weekly with whoever comes home. This is  
on orders from Dad.

TAX RECEIPTS--It is vital for them to keep the receipts on all purchases, eve  
the fruit since this is COST OF OPERATION of the farm.. and the  
receipts may become a very critical part of our tax returns at  
one point in the future. The receipts must have excise stamps  
on them or are not valid.

The tax man says will see us in court, said Rheavianna.. but  
Harriet says we checked it out in Gtn and he is out of his depth  
in this. Harriet says will get his superior on him. Is a legiti-  
mate store and can sell anything but liquor. We have hucksters l-  
ense until May 1 of this year, from last October.. The taxing  
authorities, said Gene Chaikin, will eventually follow around on  
this and will expect a tax return.

R & P DO DROP IN.. Store is licensed same as the hucksters license was, to  
Rheavianna and Patty personally. Wait until Terri talks with  
attorney to make any change. May want to change it to the name  
of Peoples Temple. Rheavianna told tax man was owned by the  
cooperative and he wants our cooperative number. This is a very

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specific tax position in Guyana -- and we are a church and NOT A COOPERATIVE BECAUSE WE DID NOT WANT UNDER THE COOPERATIVE TAX LAWS AND SUBSEQUENT "AUDITS" THAT AFFECT THEM.

- 1) Rheaviannia is to get a copy of the license so that we can show the attorney.
- 2) Give basic layout:
  - \$80 mo rent plus \$20 for lights;
  - License valid May 1, 1978 through 12/31/78;
  - Taxes --do not know. The tax man very upset with us...Harriet handling the
  - Selling clothing and used items over and under the counter;
  - Rented in name of R & P;
  - Started with trading, now totally cash transactions;
  - No credit extended; no employees --but they argue we have...
  - Patty and Rheaviannia run store, Chuck and Tommy are guards, Joan and Patricia do procurement outside in the town.
  - Technically we are NOT A COOPERATIVE.

At this time they are not to say anything. We can say we are "part" of the People's Temple, it is a non-profit religious corporation. However do not change status until we consult with attorney.

Need to know gross and net..

- 3) Terri to ask attorney what is the legal position of "thrift shops" in this country? Say we HAVE a pretty popular store, he will find this out anyway. We sell used items and clothes we make, toys, etc. Do not mention any "odd" items we might sell. Told the insurance man who our attorney was. Store is located in Kumaca.

Ask if any way we can put the revenues of the business into the total farm writeoff? Ask about investment vs expenses, which constitute which, under Guyana laws -- is it like traditional bookkeeping methods of the US for profit and loss? What are the major differences?

ALBATROSS--Tell our attorney we are leasing the Albatross; he is to keep this confidential; someone on crew might ask for raise if know we are leasing said Ron Bron... Tim said Charlie wants to unload 2 1/2 hrs a day and Capt will not work more than 8 hours a day.. Said crew knows we are leasing the boat..does not know we own it!

Richard will tell us a lot when he gets here.. JOHNNY TO HAVE A BLACK SPOKESPERSON, HIMSELF OR SOMEONE ELSE, TO TALK WITH THE CAPTAIN WHEN HE GETS HERE --we will try to get him to let us take responsibility for the unloading out of the 8 hours they work..

Tell Erie we are non-profit; does it make any difference?

Rheaviannia is to go to Post Office and buy tax stamps. Get a small book of them.. Terri to check with attorney or rather with the stamp tax booklet and see if there is a violation if we do not give them the stamps. Also, Terri to pick up two information booklets on the stamp tax and how it is operated, the do's and don't's. TELL THE NATIONAL INSURANCE SERVICES MAN that you have contacted our attorney and he will be contacting your agency, or you.. Mother talked to them and said attorney will be sending a letter; just confirm this.

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NEVILLE SHAW OF GUYSUCRO--Carolyn talked with him and he is an agronomist; Says Guysucro is taking over the Kaituma Cassava Mill in September. Plans to buy from everyone around here and downriver as well. Wants to come and visit us on WEDNESDAY in afternoon; wants to know how much cassava we can supply. They likely want to use CUDJOE.. What will our freight fee be?

We do not make even \$300 per week for many of the weeks said Carolyn.. Cassava costs us 12-13¢ per # to grow; cannot sell to government for 9 or 10¢.. If it is Guysucro ASK AROUND TOWN AND SEE IF THEY PAY TILLER BILLS. If it is Matakai that is taking it over, is different story. See if Guysucro pays their bills in N. W. District.

They have a cassava planter; would like someone like State Farm to grow it en-masse. MUST DRIVE A HARD BARGAIN WITH THE BOAT.. Considered leasing it but since we do not want to restrict passengers, not such a good idea. Better to charge them freight. Going rate is 25¢ per box or 1¢ per #, whichever is more. We do loading and unloading and charge 20¢ per crate or bag more. We carry 32 tons. They will use 8 ton a day; or at least they can work this much through the mill.

We can make \$800 going down river with freight and passengers --must keep this in mind. Will still have to carry passengers --Tim does not want to do two runs per week.

GENERAL CUDJOE OPERATION:

--Leaves Mondays around 5:10:00 AM; Charge \$5 per passenger; we are not insured.  
--Clifford is starting books; he turns in to someone --is to get paper work in to Kay and money in to Maria.  
Once a year must go into Gtn and get a certificate. We just passed inspection for this year.  
--Philip is licensed to run the boat; Ujara also licensed.  
--Mr. Roman is the harbor master; told Tim Swinnay okay for Tim to operate off of Philip's license, and he will help us all he can.  
--Said just get lantern and hang it up if we have to for a deck light.  
We have electricity problems on the boat. Need an electrician out there next time in.

KAY NELSON--Need to talk with her to see who will be her assistant. Who will she need on her staff?

NEXT MEETING to meet with entertainment committee. Johnny was going to work on that --Patricia and Joan to set up for dance down river, and must get one set up for Ridge. Band says their amplifiers are falling apart.

Robin Tschetter to help Kay by doing record keeping for her.. Ask Maria about this. Will have to clear it with Dad. She has to go to Georgetown with Vincent soon...

MEETING ADJOURNED..

C-12-e-16

BUSINESS AUDIT COMMITTEE  
Notes from initial meeting

*Bad on Terri*

--Notes by Tish Leroy

28 June 78 -- Wednesday 7:30 PM

Attending: Johnny Jones, Gene Chaikin, Tish Leroy, Kay Nelson,  
Jack Beam and Terri Buford

- Agenda: 1) Patty & Rheaviannia's store  
2) Albatross  
3) Retail vs Wholesale operation  
4) Outside counsel  
5) Cudjoe business operation  
6) Industry vs Farming  
7) Clearing Terms for Provisional land-lease and possible forfeiture with 50 new family neighbors coming in.  
8) Entertainment for PR vs Economic considerations  
9) Hiring local guyanese as possibility  
10) Stateside Presses  
11) Future ventures
- 

1) STORE DOWN RIVER

Problems to be considered-- We do pay taxes and as a church in Guyana we are taxable.. Gene feels farm operating at such a loss that it will be long before we owe taxes. Tish disagrees: when we separate the investment from operating costs and revenues, which is the portion considered for taxation purposes -- this year we may come under a different pattern and should be looking into it.

All agreed council should be visited. Terri and Richard see Clark and Martin, Attorneys. He has a tax man in his office --talk with him on how to proceed. Gene thinks hire Guyanese auditor to set up system; Tish disagrees -- thinks talk with them on tax law and government record keeping requirements. Tish hears from Charlie that they use relatively standard international bookkeeping practices; Tish read this in a manual also; Gene says they have own method -- latter could be told us if the case, cannot be too different said Tish.

Gene said before when message went out to talk to attorney, the tax man was hostile about what he heard of our operation.

VERY CRITICAL what our books reflect; must know what we can and cannot sell -- radios and watches are being swapped for fruit -- is still, said Gene, LIKELY A VIOLATION OF THE LAW. While it may not be an issue now, if the books reflect it -- at a later time it could be an issue.

Rheaviannia keeps many detailed records -- better if she keep her back up records here in Jonestown rather than downriver.

- 2) ALBATROSS -- John Fernandes handling our rice deal charges us 5% as agent fee; the Trinidad agent charges 7% and guarantees to get us a return shipment. Plan is to put Helen on to hold the purse. Ron Bron told Jack and Richard he is not telling the crew that the boat is ours because they would not work for us at same rate as they will for East India or Guyanese. We must keep our confidence about ownership or will get hit by government and others.

With an automatic pilot on boat for \$500 will automatically cut two people off the helm. Must consider keeping crew or hiring our own --it is doubtful that Helen's personality is suitable to boss the crew --not felt they would work for her temperament.

*C-12-e-2*

Jack feels that maintenance should be done daily on the boat and steadily to prevent deterioration. Ron Bron has meat three times daily for the crew, also. He spends \$10,000 a year for complete refurbish of boat annually, and we cannot insure without this procedure. We make \$25,000 Guyanese per trip of rice, average of \$8-10,000 in profit one way. Return load is guaranteed us. WE SHOULD AVOID HAULING CAUSTICS SUCH AS FERTILIZER, HARD ON BOAT. Payroll is \$3000 mo but Ron Bron says crew will not feel they should work for this money for yangees and will up their fee. TRINIDAD DOLLARS HAVE VALUE OVERSEAS AND GUYANESE DOLLARS DO NOT! - *Time spent in Suriname in fact is an*

R *all over profit* Radio Richard to bring out with him all paperwork.

Should Albatross be used on regular run from Gtn to Kaitum. Need regular supply vehicle as Cudjoe is too small. There is a paying market here -- but mostly dependent on government for money and they are notoriously hard to collect from.

Gene thinks buy a 180 ton sloop for Gtn run and use this for the Gtn run --then use Albatros for overwater or out of country runs.

Question of buying a fishing boat? Not feasible for the price we pay for fish--better to buy the fish.

Boat is an escape hatch for us --can interrupt run every 6 weeks or so to run up here. Only 3000 storage fuel on albatross.. We can tie up the booze in NW district if want to.. but a lot of headaches involved. Difficult keeping track of the bottles unless we had a beer garden.

RETAIL BUSINESS--Should we concentrate on retailing?

Credit system in Port or Ridge is the problem. Johnny had an idea of dealing direct with payments and voucher system. Johnny says people pop quarters in the machines and DO have \$\$\$ but nothing to buy. \$1.50 for bar of soap..

Guyana so commodity deprived that you can ~~hardly~~ sell anything. Thought should get store in area with beer, pool table and juke box --concessions and food--and maintain them. KAY BROUGHT OUT THE GUYANESE VERY CARELESS WITH PROPERTY AND OUR STUFF WILL GET BUSTED UP..

Gene thinks run wholesale business with more of a partnership business with them.. Jack said if we do that have to buy another boat.

SUMMARY NEEDED: Must each gather questions to put to attorney and accountant on the tax issues..

CUDJOE BUSINESS: What is happening with our books on Cudjoe? we are already in business.

T SHIRT VENTURE..also need books on this as government knows about it..

Cudjoe is unensurable --what is the law with respect to common carrier? Do we have the licenses we need? What is our personal liability in case of passenger injuries and lawsuits? GENE SAYS BASICALLY LAW ON COMMON CARRIER CARRIES FOR HIRE.. We do not have adequate life preservers, training and shields. If not enough to cover passengers, we are probably liable.

Tish asked if the US Tax structure was totally spun off from our Guyanese Corporation sufficiently that we would not have US liability for sales here. Gene assured not --Tish not totally convinced they have checked this out sufficiently relative to the business venture since we are still U. S. Citizens abroad, etc.

Cudjoe liability may be high especially with reference to Amerindians.

C-12-e-2a

This is true, even if they are drunk and fall in, said Gene..

CUDJOE--we are limited without a major overhaul. Need to find out if we can ensure it, and what must be done to ensure it. It is true that in the U. S. you cannot get insurance without many specifics, here the restrictions are not so rigid, probably because the people are not suit-happy as in states

Lloyds requires audio tests for boat ins in states-- no such requirement here they have little simpler way of testing boats.

Gene doubts we would be sued, but if did go to court without adequate safety measures, would be in trouble. Is very expensive down here.. MUST GET THE BOOKS STARTED AND UNDER RESPONSIBLE CONTROL.

TERRI BUFORD POINTED OUT THIS COMMITTEE IS TO FUNCTION AS THE AUDIT COMMITTEE FOR EVERY BUSINESS IN THE CHURCH.

ENTERTAINMENT, BRICK FABRICATION & MACHINE SHOP SHOULD BE CONSIDERED ON FUTURE AGENDAS.

Consider Industry vs the farm..  
Must train our young people and avert big disasters.

Must do like the army and sign up for certain period of time as a "HITCH" that you cannot get out of till that time is up. Let people make shifts, but with time limits at each post.

Gene brought out that some years are very wet and allow for little production --that in 1974 they only had two dry months.

SAWMILL, SEWING, ONE RETAIL STORE (Patty's) and CUDJOE are present businesses

Johnny feels great need to pull reins in on Agriculture.. Even our least productive people can be more effective in factory work, and when not in fields, should be brought in and trained in factories.

CLEARING--Another serious issue is clearing for our provisional lease.. We are supposed to clear 300 acres per year under our provisional lease and we have not done this. May be necessary to forfeit some of our land if we do not do this.. and we have not.

Near our front gate is a settlement coming in of 50 families and it may mean will have to forfeit some land..We have to pay lease bill every year about .25 per acre in rent.. 3700 or 3900 acres on provisional lease and up to 27,000 acres on the long term lease. Gene Chaikin feels we should give back some of the land and be done with it --Tish did not agree --others not particularly specific..no conclusion on this, just that we should advise Dad that the issue exists.

<sup>BAND</sup> ENTERTAINMENT--Has PR value said Johnny, gives certain integration into the community. Gene felt discontinue it. Others non-committal. Economically, all agreed we lose money unless we cut record or do some other forms of money making from band.

EMPLOYING LOCAL GUYANESE should be considered, all decided. Could do the Cassava mill work, other things they know well.

C-12-e-26

Might consider hiring Guyanese for more farm work and keep our own people largely in the factory production and industrial operations.

Consider having Guyanese run sawmill and our own men to do the logging?

• SHOPPERS-- will have to send out shoppers too --more and more, will be diversifying and it all takes people.

PAYOFF PEOPLE IN STATES WITH TRUST DEEDS WE HAVE HELD BACK was one suggestion -- good if we could convert the TD's to cash or payoffs..

PRESSES --Tish felt strongly they should be brought down.. While there is problem with smearing, this is a moisture problem and usually this is technical and the people who manufacture presses have technicians that could be consulted on the

Said we were probably selling presses--questioned bringing Clancy and others down and putting them straight into Gtn -- but we did Richard and will have to do this on some others very likely. NO RECOMMENDATION of the committee --a wait and see attitude.

#### CONCENSUS:

We must tie down the single businesses we have going AS WE START THEM and set up procedures that must be followed --the audit committee responsible to check them out and see that details are handled.

LABOR ISSUES--determine who is available and the needs of the business.

EQUIPMENT ON HAND--what investment have we made and what must be purchased in order to operate.

MARKET--we must know our dollar potential on the business before can decide if investment is warranted.

STAFFING--Unless enough expertise and adequate staffing, must think twice before beginning a business.

BOOKKEEPING--initiate standards and require that all of our businesses conform, keeping their books internally and being cost conscious in the operations.

--Meeting adjourned.

C-12c-26

every necessary

C-12-f

# NURSERY

A. Jones

Sondi Jones

SUPERVISORS

Lenora Chavis — Day Shift — Dorothy Sanders  
 Maureen Tally  
 Night Shift

INFANT  
Supervisor  
0-8 mos

Gloria Griffith  
Armelka Tandy (SUPERVISOR)  
Lucy Crenshaw

Babies

Zotias Simon  
Chae' White  
Kamari James  
Marchelle Jones  
Monyelle Jones  
Martin Smith  
Cuyana Minor  
Shaunte Marshall  
J. Quice TURNER  
Takiyah McMurry  
Jonathon Jackson  
EBONY JACKSON  
BABY HENDERSON (UNBORN)

Supervisors  
8mas-1yr

Andrea Walker  
Dorothy Sanders (SUPERVISOR)  
Mary Castillo

Babies

Kaywana Carter  
Kenya Newman  
Robert Paul  
Kamilah Griffith  
Malcolm Carter

Supervisor  
1yr

Lydia Morgan  
Karah Kerns (SUPERVISOR)  
Cheryl White

Babies

Raymond Fitch  
Thermon Rose  
Geneva Davis  
Tiquan Crenshaw  
Cheek Jones  
Dwayne Carroll  
Maisha Johnson  
Asha Rhea  
Natasha Cordell

Toddler  
Supervisor  
1yr-3yrs

Avis Garcia (SUPERVISOR)

Children

Toni Hollic  
Aisha Sim  
SUMMER SIM  
D'Antony  
CAROL

Maureen - Night Shift

Candace Cordell  
Frankie Grisby  
Rene Gigg

ALL DUTIES

Nurse Practitioner - check ups daily  
Sharon Cobb

Secretary - Type all notes  
Darlene Jones

Housekeeper - daily cleanings  
Lillie Victor

Laundry - daily diapers, clothes  
Gloria Rodriguez

C-12-f-1

BABY NURSERY ACTIVITIES SCHEDULE

1. Three days a week each worker takes their own children on a nature walk.
  - a. Go see animals thru garden and point out different food plants.
  - b. Should identify bird, butterflies, dogs cats, and crawling insects.
  - c. Go to citrus nursery let them touch tree leaves if trees aren't too small and smell the leaves.
  - d. Go thru Geriatric Center only 3 at a time. Check with person in charge. We plan to have children take the seniors pictures they draw.
2. Reminding days of week go out as a group
  - a. Always see animals (we have several that are afraid of cats, horses and dogs).
  - b. Play kickball and other ball games.
  - c. Play with parachute.
3. Check with Charlie for rides on tractor and truck. (they like tractors and truck better than anything in Jonestown).
4. When road dries trips to piggery.
5. At least one day a week video (they were movies)

Comments: In the process of making kits for babies if we can get scraps of materials from Ruby.

6. Children from 12 mos. to 3 yrs.
  - a. Sing to them
  - b. read various types of stories time due to their attention span.
  - c. taught parts of body
7. Will consult with Tom Grubbs on games and activity that will help stimulate motor and sensory perception all age groups in nursery.

C-12-f-2



Nursery Inventory List

# 1 Crate:

55 breast pads  
100 cotton balls  
10 face masks  
6 tubes diaper rash ointment  
1 bottle multi vit (chewable)  
2 " " " (liquid)  
18 boxes of jello  
10 packs chicken soup  
1 jar baby cream  
1 case of simlac formula (12 can)  
4 boxes baking soda  
2 bottles Iyso disinfectant  
2 tubes A & D ointment  
2 bottles shampoo ( 28oz)  
3 can of Nutramigen formula w/iron  
3 cans of apple juice  
1 bottle vaselin intensive care  
3 bottle liq. asperin  
1 bottle phisohex  
2 used jars used baby cream  
2 bars organic soap  
2 sets of breast cups  
1 infant feeder  
3 toothbrush  
2 bottles vi-dailyh vit w/iron (16 oz)  
2 bottles of lotion (used )

Furniture:

6 bunk beds  
10 crib beds  
4 walkers  
7 chairs  
1 rocking chair  
10 mattress  
3 tables  
5 benches  
1 play pin  
1 portable washer

Misc. Items:

1 incubator  
3 strollers  
1 suction machine  
1 wash board  
5 diaper pails  
2 hot plates  
1 high chair  
14 back packs  
6 infant seat rockers  
1 flash light  
1 kerosine lamp  
6 candles  
50 safety pins  
4 teething rings  
26 bars neutragena soap  
75 bottles, 15 bowls, 15 cups  
10 plates, 18 spoons, 15 ~~table~~ forks  
3 stools

C-12-f-3

## Nursery

Sanitation, housekeeping and Daily Care are well organized and under good supervision.

Problems areas and solutions are as follows:

- Problem #1** Need of more space for beds and space for activities and living newborn infants and expected arrivals from USA are causing over crowding of beds and lack of space, lack of space in the living quarters. Lack of storage space, lack of place to isolate extremely sick babies and possible Guyanese babies.
- (1 month)
- Solution:** Eventually, expand and takeover entire Dorm 3 for nursery and move Obstetrics Ward to another place. (There are only 2 expectant mothers at this time. Sharon Jones to have office space included in this plan.)
- (3-6 mos)
- Expand patio area to a larger play, activity and eating area outdoors, (this was already measured, cleared several months ago and were only waiting for wood.) to include bathing and wash sinks (3 sinks like pot washers)
- Problem 2** Lack of trained staff in infant activities and Baby Education
- Solution:** Staff has been re-evaluated and personnel have been rotated to other areas of work. Ones who show interest and enthusiasm and potential towards stimulating and educating babies (ages 1-3) are being to be placed in these areas. Plan to have in-service training of staff.
- (2 mos)
- Problem 3** Laundry- laundry clothes have become a huge job requiring 2 people to keep laundry done- it needs 24 hour duty. a washer and dryer is badly needed to be installed at the Nursery and run separate from the regular Jonestown laundry.
- (1 mo)
- Solution** Add 2 staff members to do laundry only. Need porch built in back of nursery and washer and dryer installed.
- Problem 4** Babies nutritional needs- are not being met because of the way food is prepared for the general community. foods are often too spicy, too greasy, and too sugared for a baby. we often end up serving plain rice and butter or bananas and rice. The babies are unable to tolerate the puddings, curried dishes greens (gives diarrhea) and greasy vegetables. C-12-f-
- (3-6 mos)
- Solution:** We prepare the babies food separately at the nursery. Small amounts of the food that the kitchen is preparing for the day

could be set aside for the babies and prepared so that they can eat the meats, vegetables and desserts that they can tolerate. Vegetables could be steamed instead of fried. Meats could be cooked in mild sauces. Jellos and fresh fruit desserts prepared from some of the smaller quantities that can't be served to the general community could be served.

We also propose that the ground directly in front of the Nursery be prepared for a small vegetables garden that would serve the babies vegetable needs. Things such as spinich, carrots, eggplants, etck, could be grown in small quantities just to feed the babies. Jeorgia Lacy is very interested in preparing this special baby Diet and were sure some senior citizens would be very interested in co'centrating on a small garden for the babies. Many nursery workers are already interested in working the garden on their off hrs

C-12-f-4a

### Night Shift

Supervisor arrives at 1830 to take report. This report includes the number of urinations, B.M's, milk and water intake and special comments on medical treatments, falls, medications, etc. This is the Staff Report.

Supervisors Report - Day supervisor will give report on the following and give the night supervisor a check out list for all rooms:  
1) diaper and laundry status 2) night medications and any new medications that have been ordered 3) any special medical situations or reports such as temperatures check, DPT shots or other immunizations given, change in formula or feedings, etc.

By 1900 most babies have been picked up by parents and the day staff is gone; responsible at this time: 1) take a head count of the babies that are left 2) check to see that each one has on shoes and socks, that deapers and underwear are dry, and there is a stack of clothes for each one. Note: Make sure everyone knows where all babies are check beds, toddler room and infant room.

Staff mainly concentrates on supervising who is left and getting them ready as parents arrive. Other duties: 1) pick up toys, clothes, and do general straightening up while waiting on parents 2) add items to check out list if extra things are given out - especially bottles and jackets. Note: Notify all parents of any special situations regarding their baby - if there is an elevated temperature, sores, or new medications, any new progress reported by day staff - especially positive remarks.

Whenever meetings are held in the evenings and staff does not know the time they will be arriving back to the nursery, everything should be ready for the babies to be put to bed.

- 1) clean out all toys, clothes, etc. from all beds
- 2) smell and feel the sheets and change them if necessary
- 3) make beds neatly
- 4) all gates on beds should be in open position
- 5) each bed must have a sliding rail (with both bolts). The rail should be right in front of the bed, on the floor, leaning against the bed.
- 6) shut all windows
- 7) put a small stack of diapers on tops of each bed
- 8) put a bag at the door for dirty laundry at 2200 (or whatever time meetings are out) there should be three people available - one in the main room. One in the toddler room - each child to use potty seat before going to bed; one person in the infant room should help with the babies in the main room.

Chores are assigned to each person and rotated each week. The following are the ways the chores can be divided:

#### # 1 Person Responsible for Toddler Room

- 1) put toddler to bed and check in clothing etc.
- 2) wash mud off shoes if necessary.
- 3) sweep and mop main room, infant room, toddler room and porch.
- 4) get toddlers out of bed every two hours and put on potty chair.

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- 5) bag laundry when can fills up and put bag on porch.
- 6) keep toddler room neat and clean.
- 7) help fold laundry when necessary.
- 8) normal potty times are 2200, 2400, 0200, 0400, and 0630.
- 9) after last potty times at 0630 empty seats and was down with disinfectant solution.
- 10) start charting at 0600.
- 11) you are responsible for treatments, temperatures, and watching babies close for signs of illness, diarrhes, cough, congestion, new sores, bites and rash etc. Give toddler report to day shift.

# 2 Person Responsible for Main Room

- 1) diaper changes are 2200, 2400, 0200, 0400 and 0630.
- 2) keep nets down on beds, bottles out of beds when not being drank.
- 3) check in clothing items, etc. - wash mud off shoes if possible.
- 4) bag laundry.
- 5) you are responsible for reporting any illness, coughs, sores, rashes, and bites etc.
- 6) start charting at 0630 and note any water or milk they drank, report if any bottles are left in the morning and include water intake .
- 7) wash B.M. diapers around 0500.
- 8) empty trash can and make sure there is no dishes, and the sink is clean and both plugs are there.
- 9) wash dishes all night and clean refrigerator.

# 3 Person Responsible for Infant Room

- 1) check in infants, clothing. Mothers will usually breastfeed their babies just before putting them to bed.
- 2) all infants are on stomach for sleep. Make sure they are dry, clean and pajamas are on.
- 3) check infants often for wetness and change every two hours at the least - check more often if body has rash or irritation.
- 4) feeding bottles out of the beds may take place in infant rocker or in infant seat. Note: do not leave infants alone while they are drinking. Do not leave infants room unless you have someone replace you and listen for babies.
- 5) bag laundry from yellow pail and wipe pail out with disinfectant.
- 6) chart at 0600.
- 7) put hot water on for babies baths for A.M.
- 8) give infant report to day staff at 0700.
- 9) leave room neat and clean.

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Meeting 7/9/78

DOWNSTAIRS PATIO

Much improvements since Carol and Cheryl been here. Everybody will stop screaming at children and calm tone of voice. Needs to be more activity on patio. There will be no more job changes for 2 weeks. Frankie Grisby is pleased with working nights. Only problem is that the people in dorm 1 keep her up during the day.

CHANGES

Fatio: Carol, Cheryl, Lydia-6:30am-7:00pm

Toddlers: Avis Garcia-6:30-7:00pm

lyr.Old: Andrea Walker-8:30-7:00pm  
Dorothy Saunders-6:30-7:00pm

Nights: Frankie, Maureen permanent 6:30-7:00am Renee trail 10:30p-10:30am  
Candance 9:30-3:30a

Infant: Gloria, Armella, Lucy-6:30-7:00pm

Laundry: Gloria Carter-6:30-7:00pm

Loretta and Dorothy rotate every so often to see how areas are going in each dept.

Gloria and Carol should'nt pick up children by arms. Hue Fortson noted this.

Gloria Carter will pick who keeps Malcom when she goes to G. town

Every area has own soap at end of day Loretta will pick soap up and keep till next day

Nobody takes Band-aids or Medicines for themselves or Multi-Vit.

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### Housekeeping

Floors - swept and scrubbed twice a day.

Patio - swept and scrubbed after each meal.

Main floor of nursery, porch, and infant nursery are swept and scrubbed after each meal. Dust in cracks and remove as much dirt as possible.

Dishes - Washed after each meal and inbetween meals as needed. Hot water is used, soap powder, detergent or disinfectant. Dishes are then left to air dry.

Sterilizers - Washed after each use.

Linen - Changed as needed  
Sheets changed daily  
Towels as needed

Refrigerator - Defrosted bi-weekly and cleaned daily

Cobblers - Cleaned once weekly

Beds - Underneath beds swept and cleaned monthly

### Formulas

In the nursery we use the following types of formulas.

1. Soylac - Hypoallergenic, milk free. This is given to Keyana Carter, Jonathon Jackson, Tiquan Crenshaw and Naisha Johnson.
2. Similac - Blanced infant feeding made from cows milk. Vitamines are included. Newborn babies that are not being breastfeed are put on this formula.
3. Carnation Sterile - Given to babies 5 to 12 months. Does not include vitamines. Carnation unsterile given to babies 12 months and older.
4. Low-Fat Milk - Is offered to babies who are more than two standards deviations overweight for height. We have 5 babies at the present that are overweight.

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### Routine Care

The skin may be oiled after each bath if the baby has dry skin.

Teeth are brushed after breakfast and after dinner on all babies who have one or more teeth. Toothpaste is used for babies twelve months and older.

Weights and temperatures are taken weekly.

Length and head circumferences are taken monthly.

Nails are clipped weekly as needed.

Charting is done on each baby for a total of 20 hours daily. (Babies are with their parents or supervisors four hours daily).

Physical exams are given by the PNP. They are given at one day of age, two days of age, one week, one month times three, and then every month thereafter.

### Layette

One to three weeks before a mother has a baby, the mothers are given the following item:

3 dozen diapers	1 tube baby cream
3 gowns	1 bar soap
1 outfit (girl or boy)	alcohol
safety pins	breast cup
3 pairs booties	powder
2 pairs socks	Q-tips
5 urine pads	vaseline
1 medium blanket	shampoo
5 receiving blankets	breast cream
5 sleepers	diaper pail
3 crib sheets	
2 packs of newborn pampers	

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C-12-f-

## Baby Nursery Daily Report

7/16 Sun - Babies spent night with parents (Sat + sun) workers had day off. Supervisors came in and gave out medication, clothes, baths + bottles. Cleaned up nursery for guest.

7/17 Mon - Children tired from Sunday. on Monday they always sleep a lot even a walk is a lot for them on Mondays.

7/18 Tues - one (1) worker in SCA which makes us short. (Carol allende) Talk to Bob Kice about taking Raymond Fitch and or Dewayne Carrell as his extra project.

7/19 wed - Late morning starting times 9am. Those reported at regular time was Dorothy Sanders, Gloria Griffith. Meeting canceled until Thursday.

7/20 Thurs - Darrell Franklin came in from states. 2 yrs 6 mos. potty trained. Will be going to pre-school program. Having problems with workers coming to work late, say they had to go to bathroom. Anyone coming in late will receive warning.

7/21 Fri - Very hectic day. Got place clean for guest + they didn't show up. Bob Christian sent Public Services over to cut grass + clean area + plant flowers. No problems with babies or workers. Carol allende back in SCA. Liana Smith taking over babies.

7/22 - Bust ass. to clean for guest & again didn't show, but place looks nice. (2) babies had temp. because of colds, being given Sudafed & V+ C. & being watch. Public Service return today to complete job. Spent more time doing Jumping Sacks for discipline than working. Pennie Saruyman asked to be transferred to our department. He was not given permission to leave job site & come ask us. Maurien Talley says she can use him at night as a replacement for Candace Ingram. I think it should be discussed further.

D. Sanders.

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26, June 1978 NURSERY DEPARTMENT Submitted by S. Cobb L. Chavis

The following items are over and above those already ordered

#Items	Amount	Cost	Purchase from
1. Mycostatin Oral Suspension	25 125.00	\$5.00 ea.	
2. Mycostatin cream (30 gram tub)	50 20.00	4.00 ea.	
3. Liquid tylenol (generic) 1 pint	100 150.00	15.00 per gal	Wal-Mart
4. Liquid Vitamin C 16 fl. oz.	20 100.00	5.00 ea.	Wal-Mart
5. Diapers (heavy duty) 12/pkg	100 800.00	8.00	Pay n Save
6. Vaseline 1 lb. jar	25 47.25	1.89	Pay n Save
7. Desitin Ointment 12 oz.	100 229.00	2.29	Long Drugs
9. A&D Ointment 1 lb.	200 658.00	3.29	Pay n Save
10. Baby Oil 32 oz.	100 166.90	1.69	Longs
11. Pacifiers	25 26.25	1.05	Wallgreens
12. High top shoes sizes 3-6	25 of ea.	15.00	Sears
13. Ivory soap	600 120.00	.20	Wal-Mart
14. Nipples	100 59.00	.59	Wal-Mart
15. Safety pins (large)	2000 118.00	.059/pkg of 100	Wal-Mart
16. Diapers	5000 1350.00	2.70	Pay n Save
17. Latex gloves - plastic 8 oz.	200 178.00	8.90	Wal-Mart
18. Mosquito nets	12 120.00	10.00	Camping goods st
19. Hot plate	2 10.00	5.00	Wal-Mart
20. Similac with iron 350 cans.			
	\$ 5152.00	+ 500.00	= \$5652.00

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Babies Nursery

The Nursery has a 24hr program consisted of a day shift and a night shift. The day shift has 13 workers and the night shift has 4 workers. We have a total of 29 babies in the Nursery. There are 14 of them born in Guyana and 11 in Jonestown and 4 born in Georgetown.

Day Shift Workers

Loretta Chavis (Supervisor)  
Dorothy Sanders (Co-Supervisor)  
Lillie Victor  
Avis Bridenback  
Karol Kerns  
Gloria Griffith  
Andrea Walker  
Lydia Morgan  
~~Lucy Crenshaw~~  
~~Gloria Carter~~  
Armella Tardy  
Cherly Wilhite  
Mary Castillo

Night Shift Workers

Maureen Tally (Supervisor)  
Rene Gigg  
Frankie Grisby  
Candace Ingram

Day Shift

0700 Arrive at nursery for report from night crew.  
0725 Wash hands. Start baths.  
0815 On patio eating breakfast.  
0900 Get ready for morning activity.  
1100 End of morning activity.  
1130 Lunch time.  
1200 End of lunch.  
1215 Get ready for naps.  
1400 Nursery staff meetings and reports (weekly report on child care).  
1500 End of meetings and reports.  
1530 Start afternoon baths.  
1600 Get ready for dinner.  
1645 Assemble children upstairs to get ready to go home with parents for the evening.  
1700 Offer fluids.  
1830 Start report for night shift.

*Update of listing names.  
Make note night shift. Need job related & non related skills.*