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Folder Title:

President's Summit for America's Future [1]

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THE PRESIDENTS' SUMMIT FOR AMERICA'S FUTURE

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PHILADELPHIA, PA
APRIL 27 - 29, 1997

THE PRESIDENTS' SUMMIT
FOR AMERICA'S FUTURE

PHILADELPHIA, PA
APRIL 27 - 29, 1997



April 27, 1997

Dear Delegate:

This is the beginning of an extended journey - a journey you will take with your community and communities across the nation. The folks at the Summit are a community of people who are joined together by a common goal and a unique leadership challenge to mobilize people in all sectors of our community to make a difference in the lives of our young people.

The working sessions are designed to move us to action to achieve our national goal; by the year 2000, 2 million additional young people will have access to the five fundamental resources that will maximize their success.

You arrived in Philadelphia with ideas and questions about how to fully engage your community in achieving the goals of this initiative. You will leave Philadelphia with an initial plan for how to accomplish this by tapping and building on the strengths of your community.

The facilitators, logistics support staff and recorders - all volunteers - are committed to guiding and supporting your efforts with that end in mind.

We extend in advance our appreciation for the work you have already done in preparing for the Summit and the commitment you have made to guide your communities on this journey. We will be with you in spirit every step of the way.

Sincerely,

Beverly Arsht
Summit Process Design Consultant

Marilyn Sifford
Summit Process Design Consultant

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AGENDA

Divider Title: _____

PRESIDENTS' SUMMIT FOR AMERICA'S FUTURE
COMMUNITY DELEGATIONS WORKING SESSIONS

AGENDA AND TIME FRAMES

MONDAY, APRIL 28

MORNING

11:45 - 11:50	Welcome
11:50 - 12:10	Introductions and Lunch

AFTERNOON

12:10 - 12:25	Introduction to the working sessions by Facilitator
12:25 - 1:00	Remarks
1:00 - 1:30	Group Discussion: Best Practices
1:30 - 2:30	Mobilizing and Energizing Our Communities
2:30 - 4:45	Develop Action Plans (Home Delegations)
4:45 - 5:00	Closure and Next Steps

TUESDAY, APRIL 29

Morning

9:15 - 9:20	Welcome and Overview by Facilitator (Seating by home delegation)
9:20 - 9:30	Preparations to Present Action Reports (Home Delegations)
9:30 - 10:10	Action Reports (Home Delegations)
10:10 - 10:20	Reaction of Governor or Governor's Designee
10:20 - 11:00	Linkages and Connections (Mixed Delegations)
11:00 - 11:35	Immediate Next Steps (Home Delegations)
11:35 - 11:50	Individual Commitments: identify and share personal commitments
12:00 - 12:30	Move to Independence Mall
12:30 - 1:30	Closing Ceremonies

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**ROOM
ASSIGNMENTS**

Divider Title: _____

PRESIDENTS' SUMMIT FOR AMERICA'S FUTURE
LOCAL AND STATE DELEGATES
MONDAY WORKING SESSION: 11:45 A.M. - 5:00 P.M.
ROOM ASSIGNMENTS

All State Delegates should report to the Ball Room in the Convention Center.

<u>ROOM</u>	<u>COMMUNITY</u>
103A	New York, NY Los Angeles, CA Chicago, IL Houston, TX Philadelphia, PA San Diego, CA Detroit, MI Dallas, TX Phoenix, AZ Indianapolis, IN
103B	San Antonio, TX San Jose, CA San Francisco, CA Baltimore, MD San Jaun, PR Jacksonville, FL Columbus, OH Milwaukee, WI Memphis, TN Washington, DC
103C	Boston, MA Seattle, WA El Paso, TX New Orleans, LA Cleveland, OH Nashville, TN Denver, CO Austin, TX Oklahoma City, OK Long Beach, CA

111AB

Little Rock, AR
Fort Wayne, IN
Knoxville, TN
Orlando, FL
Syracuse, NY
Providence, RI
Salt Lake City, UT
Springfield, MA
Bridgeport, CT

113A

Flint, MI
Rockford, IL
Paterson, NJ
Savannah, GA
Lansing, MI
Boise, ID
Laredo, TX
Gary, IN
Peoria, IL
Eugene, OR

113B

Erie, PA
Pitt County, NC
Springfield, IL
Allentown, PA
Waco, TX
Albany, NY
Sioux Falls, SD
Manchester, NH
Columbia, SC
Green Bay, WI

113C

Trenton, NJ
Camden, NJ
Scranton, PA
Wilkes-Barre, PA
Billings, MT
Charleston, SC
Wilmington, DE
Fargo, ND
Waterloo, IA
Portland, ME
Champaign-Urbana, IL

107AB

Fort Worth, TX
Portland, OR
Kansas City, MO
Tucson, AZ
St. Louis, MO
Charlotte, NC
Atlanta, GA
Virginia Beach, VA
Albuquerque, NM
Oakland, CA
Kansas City, KS

Ilyse Brown, Conner
, facilitator

Zell Miller

108A

Sacramento, CA
Minneapolis, MN
Tulsa, OK
Honolulu, HI
Cincinnati, OH
Pittsburgh, PA
Miami, FL
Fresno, CA
Omaha, NE
Toledo, OH

Jamie Moore, Conner
, facilitator

Jean Shabben

108B

Buffalo, NY
Wichita, KS
Santa Ana, CA
Tampa, FL
Newark, NJ
Louisville, KY
Birmingham, AL
Las Vegas, NV
St. Petersburg, FL
Rochester, NY

109AB

Riverside, CA
Anchorage, AK
Baton Rouge, LA
Raleigh, NC
Richmond, VA
Jackson, MS
Des Moines, IA
Madison, WI
Grand Rapids, MI
Spokane, WA

201A

Asheville, NC
Charleston, WV
Pine Bluff, AR
Battle Creek, MI
Harrisburg, PA
Lodi, CA
Cheyenne, WY
Decatur, AL
Athens, GA

201B

Elkhart, IN
Burlington, VT
DeKalb, IL
Moorhead, MN
New London, CT
Eureka, CA
Marquette, MI
Plattsburgh, NY
Salisbury, MD
Bend, OR

201C

Pickens County, SC
Aroostook County, ME
Washington County, MS
Bannock County, ID
Mississippi County, AR
Madison County, KY
Pope County, AR
Yell County, AR
Tallapoosa County, AL
Chambers County, AL
Knox County, ME
Brown County, SD
Latah County, ID
Ravalli County, MT

203AB

Stark County, ND
Hughes County, ND
Ramsey County, ND
Anaconda-Deer Lodge County, MT
Clay County, IA
Page County, IA
New Hampshire North Country, NH
Northeast Kingdom, VT
Central Appalachian, WV
Southern Coal Fields, WV
Oneonta, NY
Rose Bud Sioux Tribe
Oglala Sioux Tribe

PRESIDENTS' SUMMIT FOR AMERICA'S FUTURE
STATE AND LOCAL DELEGATES
TUESDAY MORNING WORKING SESSION: 9:00 A.M. - 12:00 NOON
ROOM ASSIGNMENTS

<u>ROOM</u>	<u>DELEGATION</u>	<u>LOCATION</u>
102AB	Pennsylvania	Convention Center
103B	New York	Convention Center
108A	Texas	Convention Center
111B	Michigan	Convention Center
112AB	Florida, Puerto Rico	Convention Center
103A	California	Convention Center
204A	Illinois	Convention Center
201A	Ohio	Convention Center
306	New Jersey	Marriott
TBA	Indiana	TBA
201C	North Carolina, Virginia	Convention Center
303	Nevada, Utah, Idaho	Marriott
109AB	Georgia, South Carolina	Convention Center
203A	Hawaii, Alaska, Guam, Virgin Islands Mariana Islands, American Samoa	Convention Center
113B	Delaware, Maryland, Washington, DC	Convention Center
113A	Oregon, Washington	Convention Center
110AB	Arizona, New Mexico, Oklahoma	Convention Center
203B	Kansas, Missouri	Convention Center
304/305	Colorado, Wyoming, Montana	Marriott
113C	North Dakota, Minnesota	Convention Center
107A	South Dakota, Rose Bud Tribe, Oglala Tribe	Convention Center
204C	Alabama, Tennessee	Convention Center
201B	Nebraska, Iowa	Convention Center
204B	Mississippi, Louisiana, Arkansas	Convention Center
310	Wisconsin	Marriott
103C	Maine, Vermont, New Hampshire	Convention Center
107B	Massachusetts, Rhode Island, Connecticut	Convention Center
108B	Kentucky, West Virginia	Convention Center

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WORKSHEETS

Divider Title: _____

WORKING AGREEMENT

CONFERENCE FACILITATORS

- Set time and tasks
- Facilitate large group discussions
- Keep purpose front and center

PARTICIPANTS

- Provide information
- Jointly plan actions
- Self-manage small groups

GROUND RULES

- All ideas are valid. Every voice is important.
- Listen. Seek to understand. Keep an open mind.
- Share airtime. Make points brief. Seek to add value. Don't monopolize.
- Observe time frames.
- Focus on common ground and action. Differences/problems are acknowledged, not "worked".
- Attend the whole meeting. Each session builds on the one before it and attendance at all sessions is important for continuity.

HAVE FUN!!!!

SELF-MANAGEMENT ROLES FOR SMALL GROUP WORK

PURPOSE

When working together on a meaningful task, most small groups have the skills to manage themselves. Being intentional about self-management will increase the effectiveness of your group, help you complete tasks in a timely manner, and create individual and shared responsibility for the results produced. This is a tool we will use throughout the working sessions and one we hope will be useful to you in your meetings back home.

Each small group manages its own discussion, time and reports. Roles can be rotated. Divide up the work as you wish:

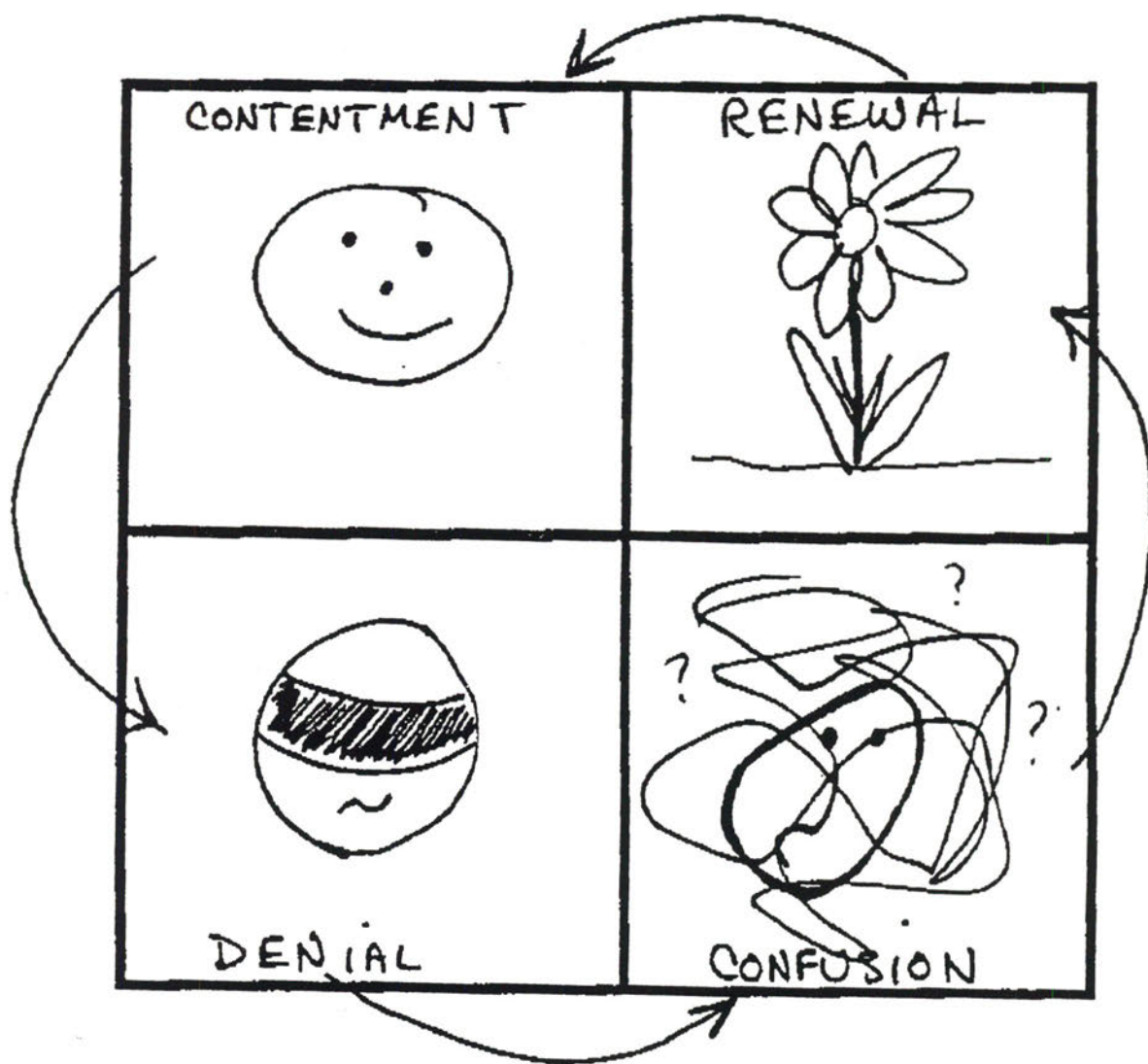
- **Discussion Facilitator** - Ensures that each person who wants to speak is heard within the time available.
- **Timekeeper** - Keeps group aware of time left. Monitors report-outs and signals time remaining to person talking.
- **Recorder** - Writes group's output on flip charts, using speaker's words. Asks people to restate long ideas briefly. Labels, numbers and (if appropriate) posts flip chart results.
- **Reporter** - Delivers report to large group in time allotted.

OTHER TIPS

- **Manage Technology.** Ringing telephones and beepers can be disruptive to the work of a large or a small group. Consider keeping beepers on silent signal and find ways to keep outside interruptions to a minimum while providing flexibility for participants to attend to urgent matters.
- **Take Individual Responsibility.** All members of the group need to take responsibility to contribute to the effectiveness of the group.

THE JOURNEY

CLAES JANSSEN S 4 ROOM APARTMENT



WORKSHEET 1: GETTING TO KNOW EACH OTHER

When all or most of your members are seated please introduce yourselves: Give your name; home city; affiliation and a brief statement about what challenges you or inspires you about being part of the Summit effort.

WORKSHEET 2: IDEAS FROM SPEAKERS

As you listen to the speakers think about the following key concepts that are important to the success of the Summit's community mobilization effort.

Provide more than one resource:

- | | |
|----------------------|---|
| * A Caring Adult | Involves community residents |
| * Safe Places | Involves diverse interests |
| * A Healthy Start | Taps under-utilized resources |
| * A Marketable Skill | Creates Vision |
| * Youth Service | Sets Targets |
| | Measured Outcomes |
| | Focused on communities of manageable size |

Use the space below to take notes...

A Governor -

A Program Leader -

A Young Person -

WORKSHEET 3: FOCUS ON A FUNDAMENTAL RESOURCE

1. Now we are going to change the focus to your communities and tap the resources of your group. Share your experiences with successful initiatives related to the resource assigned to your table. Make the stories brief and answer the following questions:
 - What were you trying to accomplish?
 - What were the greatest challenges/obstacles?
 - How did you surmount them?

WORKSHEET 3 CONTINUED: FOCUS ON A FUNDAMENTAL RESOURCE

2. What will be the greatest challenge in energizing and mobilizing your local community to take action and generate commitments to make accessible the resource assigned to your table?

3. Large Group Dialogue: What insights do you have? What have you learned that you want to bring with you to your local planning?

WORKSHEET 4: UNDERSTANDING THE URGENCY OF THE CHALLENGE

Self-Manage: Decide on leadership roles for your group

Step 1:

Spend a couple of minutes reflecting on the two questions below related to your local community. After reflecting, share your responses with the members of your group.

- A) What is intolerable about the situation in your community with respect to the challenges being faced by children and youth?

- B) Realistically, if your community does nothing differently regarding children and youth, what will the situation look like in five years? in 10 years?

- C) What are the common themes you hear across your communities?

WORKSHEET 5: SHARING IDEAS ABOUT HOW TO MOBILIZE OUR COMMUNITIES

Before returning to your home delegation take a moment to reflect on the challenges your delegation may face in mobilizing your community. Then as a group discuss the following questions:

1. What is your delegation's best thinking to date about:
 - Setting a specific, measurable goal that will be your share of the national goal?
 - Engaging others in planning?
 - A process or event to capture the community's attention and generate commitments?
 - How you get this overall effort close to where people live, learn, work, worship and play?

2. In preparation for joining your community delegation, please note two ideas that stand out to you about your dialogue up to now.

3. Large Group Dialogue: What insights do you have? What have you learned that you want to bring with you to your local planning?

WORKSHEET 6: OUTCOME

Self-Manage: Decide on leadership roles for your group

Steps:

1. **Take Home Ideas:** What ideas do you want to incorporate into the thinking and planning process for your community? Briefly, (i.e., in two sentences) share your two best ideas from your mixed group discussion.

2. **Outcome:** There are two ways to look at outcome... each is important. The first is identifying specific, measurable results so that you will know when you have achieved your goal. The second is understanding what it will take in your community to bring about that result.
 - a. **Measurable Result:** In your pre-work you were asked to consider committing your community to a proportional share of the national goal for your community. It is the hope of the Summit leadership that each state and each community will set a target of roughly ten percent of their young people.
 - What specific measurable result do you want to set for your community?

 - How will you engage the community in developing, accepting and working to achieve such a result?

WORKSHEET 7: COMMUNITY VISION

Community Vision: Project yourselves into the future 1 year from today. Envision your community being fully energized and mobilized and actively engaged in providing the five fundamental resources with and for children and youth.

1. As a group describe the following:
 - What does it look like? Who is involved?
 - What are people doing differently?
 - What results are being achieved?
 - What role did the delegation play to make it happen?

WORKSHEET 8: PURPOSE

You've now agreed on a specific measurable goal and created a vision of your community fully energized and mobilized to achieve the goal. Now consider the following questions:

- Why are these outcomes important? Who will benefit and how?
- Why are you as a delegation personally committed to work for the outcome?
What will it take to get others to come to your level of commitment?

In a few sentences or phrases, capture the key purposes of this effort for your community. For now focus on key ideas not how it is worded.

WORKSHEET 9: WHO TO INVOLVE

1. **WHO TO INVOLVE:** Who else do you need to involve, including youth, in planning your community effort so that all important perspectives and formal and informal leaders are engaged from the start? Identify individuals, organizations and institutions from key segments of your community.

Schools

Communities of Faith

Neighborhood Associations

Young People

Youth Serving Organizations

The Media

Business

Organized Labor

The General Public

Other...

WORKSHEET 10: HOW TO INVOLVE

Each delegation has been asked to initiate a local campaign to energize and mobilize the community to provide the five fundamental resources to roughly ten percent of young people most at risk by the end of the year 2000. Each community will need to consider what approach to take to involve the larger community by deciding in the process and/or events that you will implement in the first six months.

You might consider a custom “local summit” and/or process to:

- Identify goals, develop alliances and joint action based on common ground.
- Share information, hear inspirational speakers and engage in joint planning.
- Identify the current and potential strengths/assets in the community and ways individuals and organizations can partner to provide the five resources with and for young people.
- Hear the plans of community leaders, provide feedback on their approach, and engage participants in developing action plans and commitments to achieve the goals.
- Focus on local commitments and building new partnerships.

The following are examples of some of the most well-known and successful approaches for community building and collaborative planning for action.

The Future Search Conference: The Future Search Conference is a highly effective method of bringing together people with diverse perspectives and interests to identify a shared vision for the future and to develop joint action plans based on common ground. The method can be used for 40 to 80 participants in a one-conference format or multiple parallel conferences can be conducted to involve several hundred people.

Open Space Planning Method: The Open Space Planning Method is a simple way of bringing together 30 -500 people for one to three days to have discussions and develop action plans based on a common goal. The large group creates the agenda and voluntary groups form around areas of interest to develop strategies to achieve the goals. “Town meetings” are held to share progress and insights.

Real Time Strategic Change: Real Time Strategic Change is a way to involve 100-2,000 people in a community planning meeting to hear the plans of community leaders, provide feedback to them on their approach and develop broad ownership of community goals. Participants then work together to identify strategies and action plans to achieve the goals.

WORKSHEET 10 (CONTINUED)

HOW TO INVOLVE THE LARGER COMMUNITY: Brainstorm possible strategies and/or events you will implement the first six months following the Summit to mobilize this effort in your community and generate commitments to provide the five resources with and for young people.

After brainstorming, list or star the strategies and/or events your delegation is prepared to implement. Focusing on the agreement is a way to unleash energy to move forward.

WORKSHEET 11: LEADERSHIP AND COMMUNICATION

Step 1: Leadership

Leadership is important to initiating a local campaign, generating commitments to make the five resources accessible and sustaining the commitment and action in the years ahead. What are your commitments as a delegation regarding leadership for the ongoing effort in your community?

- Who will provide the leadership in your community for the ongoing effort following the Summit? Options include:
 - Our delegation will continue to serve as the leadership group/steering committee.
 - Our delegation will continue to serve and will invite others to join us to more fully represent our community.
 - Our delegation will serve until the community process to kick off the initiative has been completed. We will then hand off the leadership to others.
 - Other...

Step 2:

Communication

What will the delegation do to broadly communicate the message of the Summit outcomes, purpose, actions and commitments needed to achieve those outcomes?

THE PRESIDENTS SUMMIT FOR AMERICA'S FUTURE
WORKSHEET 12

SUMMARY ACTION PLAN

DELEGATION

- **SPECIFIC MEASURABLE RESULT:** The latest thinking of the delegation regarding the specific measurable results desired from the community effort...
- **COMMUNITY VISION:** What it would look like if our community were fully committed and mobilized to achieve the goal...
- **PURPOSE:** Why this is important to our community...

- **OPPORTUNITIES TO INCREASE IMPACT:**

- a) Parts of our community which deserve special attention because of the nature of the challenge facing young people or the percentage of young people generally considered to be at-risk youth...

- b) Parts of our community which deserve special attention because of the high potential to mobilize new human, financial or other resources...

- **WHO TO INVOLVE:** Individuals, organizations and institutions which need to be involved and committed so that all important perspectives are in the room from the start...

- **LEADERSHIP:** In our community this initiative will be led by...

- **HOW TO INVOLVE:** Community strategies or events to mobilize our community to take action and commit to the goals

ACTIONS

TARGET DATES

- **COMMUNICATION PLAN:** How we will communicate the message of the summit outcomes, purpose, actions and commitments needed.

ACTIONS

TARGET DATES

COMMUNITY AND STATE DELEGATIONS

WORKSHEET 13: PREPARING TO PRESENT

- Take a moment, individually, to review the following questions:
 - What reflections or insights do you have regarding your action plans after sleeping on it?
 - What, if any, additions or changes do you want to incorporate in your presentation?
 - What questions do you have that you will need to address when you return home?
- Briefly share key insights or changes that you want to include in your action plan report.
- Reporter incorporates ideas into the summary report as appropriate in the time allotted.

NOTE: Reminder to Reporters and Timekeepers: Facilitators will tell you how much time you have for the report-outs. Please honor the time limit to help make the most effective use of our remaining time together.

COMMUNITY AND STATE DELEGATIONS

WORKSHEET 14: SHARING IDEAS AND RESOURCES

- Action Reports: As you listen to the community and state delegations' action plan presentations, use the attached "Response Sheets" to send ideas, suggestions for resources, affirmations, and questions about what's missing and common interests or linkages that you would like to pursue after the conference.
- Complete a "response" for each presentation. It can be valuable even if you only send one idea. These will be collected for the delegations at the end of each presentation.

WORKSHEET 14A: ACTION REPORTS RESPONSE SHEET

Name of City or State Delegation _____

<i>From:</i>	<i>Address:</i>
	<i>Phone:</i>
AFFIRMATIONS: WHAT I PARTICULARLY LIKE ABOUT THE PLAN:	IDEAS YOU MIGHT WANT TO CONSIDER:
RESOURCES THAT COULD BE HELPFUL:	QUESTIONS TRIGGERED OR SOMETHING THAT WAS MISSING:
COMMON INTERESTS WE SHARE:	OTHER COMMENTS:

COMMUNITY AND STATE DELEGATIONS

WORKSHEET 15: LINKAGES AND CONNECTIONS

Take a moment in your mixed groups to reflect on the following two questions:

How can we work together to strengthen our impact?
How will we stay connected following the Summit?

- Introduction: Do a quick round of introductions (name, city, affiliation) and a brief comment about how you would like to see the community and state delegations work together following the Summit.
- Identify and capture the themes of this discussion. Then answer these two questions:
 - In what ways can we support each other?
 - What steps can we take, before we leave, to begin this process?
- Large Group Dialogue: The facilitator will lead a large group dialogue to hear ideas from each table.

COMMUNITY AND STATE DELEGATIONS
WORKSHEET 16: HOME DELEGATIONS' IMMEDIATE NEXT STEPS

The Summit has served as a catalyst to get a whole nation moving together to focus on securing the future with and for our young people. Now the real work begins. It is critical that we build on the momentum and inspiration that has captured the hearts and minds of people here and people at home. What you do in the next 30 days will set the tone for the next several years. We urge you to be swift and bold in carrying forward your plans.

With this in mind, please identify your delegation's immediate next steps (next 30 days) in carrying out your plans.

ACTION
STEPS

LEAD
RESPONSIBILITY

HELP
NEEDED

DUE
DATE

COMMUNITY AND STATE DELEGATIONS
WORKSHEET 17: A SIMPLE COMMITMENT

What is one thing that you personally will do differently or in addition to what you were doing before as a result of being involved with the Presidents' Summit for America's Future?

Each delegate will be asked to publicly share a brief statement of their commitment in a closing ceremony.

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STAFF

Divider Title: _____

ACKNOWLEDGEMENTS

PLANNING THE WORKING SESSIONS

The following people contributed to developing the pre-Summit work and the design of the working sessions. The complexity of the challenge took extraordinary effort. Appreciation goes to the people below who share the common belief in the local community as central to making change happen.

Kenn Allen
Points of Light Foundation
Washington, DC

Claudia Kuric
Points of Light Foundation
Washington, DC

Beverly Arsht, Design and Facilitation
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Gregg Petersmeyer
Founder and Executive Director of the
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Washington, DC

Pieter Boelhouwer
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Karen Pittman
America's Promise: The Alliance for Youth
Alexandria, VA

Shawn Evans
Points of Light Foundation
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Bill Hoogterp
Do Something
Newark, NJ

Rhonda Taylor
Corporation for National Service
Washington, DC

Gretchen Van Der Veer
Corporation for National Service
Washington, DC

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LEAD FACILITATORS

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Arsht/Aronson
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Arsht/Aronson
Radnor, PA

Awilda Ayala-Rivera
Ventura, Ltd.
Easton, PA

David Baum
D.H. Baum & Associates
Petersborough, NH

Tammy Blossom
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Wayne, PA

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Lawrenceville, NJ

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PECO
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Chapin Hall
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Nanette Hartley
Crescent Consulting
Maplewood, NJ

Jean Haskell
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Rolf Lynton
Fearington Post, NC

Stu Noble
Wyndmoor, PA

Dick Powell
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George Soto
Philadelphia, PA

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Points of Light Foundation
Washington, DC

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Inova Health System
Falls Church, VA

Dane Weisnord
Resources for Human
Development
Philadelphia, PA

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STAFF CO-FACILITATORS

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Olympia, WA

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YouthBuild Philadelphia
Philadelphia, PA

Sue Vineyard
VM Systems
Olympia, WA

Debbie Driver
Seattle, WA

Mary Merrill
Merrill Associates
Columbus, OH

Traci Bush
Washington, DC

Mary Phillips
MDP Consulting
Silver Spring, MD

Alvin Woo
San Francisco, CA

Mimi Galligan Mathieu
Points of Light Foundation
Cambridge, VT

Terecita Te
Chicago, IL

Claudia Kuric
Points of Light Foundation
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Bernadette Chi
Berkeley, CA

Tim Wu
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Travis Wright
Knoxville, TN

Lane Erwin
Support Center for
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Washington, DC

Scott Soder
Carlsbad, CA

Beverly J. Glover
Edmond, OK

DR. BEVERLY ARSHT

Dr. Beverly Arsht is an organization and management consultant who specializes in working with groups to effect productive and meaningful change. She has worked with communities, educational, governmental, healthcare, business and voluntary organizations since 1980 when she joined with a colleague to form Arsht/Aronson.

In using large group interventions, Beverly can bring 40 - 2000 participants together in one location for activities as diverse as creating action based on shared future directions, redesigning an organization, creating a campaign for wide-spread change and developing alliances around a common theme.

Beverly also works with individuals and smaller groups on activities designed to build individual and system effectiveness and resolve conflicts while focusing on real tasks that need to have answers and action.

Prior to establishing her consulting business, Beverly received an Ed.D and M.Ed. from Temple University in Psychoeducational Processes, a teaching certification from the University of Missouri, Kansas City, and a B.S. degree in Humanities and Technology from Drexel University. She is a member of Future Search Associates. Dr. Arsht has educated many other facilitators/consultants in using large group interventions for community and organizational change

MARILYN SIFFORD

Marilyn Sifford works with organizations and communities to bridge boundaries, remove barriers and build commitment among people with diverse interests to working toward a shared vision of the future. She has a diverse client base that spans non-profit, public and private sectors and includes communities, health care, financial services, manufacturing, education, human services, and the environment.

Prior to establishing her organizational change practice in 1989, Marilyn's career included positions as Vice President of Human Resources and Organizational Development for American Express IDS Financial Services; Vice President, Organizational Development for CoreStates; Director of Human Resources Development for the Hospital of the University of Pennsylvania; and Organizational Consultant for Sun Oil Company, Inc. She has an M.S. in Human Resource Development from American University and National Laboratories Training and a B.A. in Psychology from East Carolina University.

Marilyn is a member of Future Search Consortium, founded by Marvin Weisbord and Sandra Janoff. She has trained over 100 organizational change consultants who have conducted pro bono conferences for non-profit organizations in their communities.