

THE WHITE HOUSE
WASHINGTON

August 9, 1999

Emily Plumb
Research Assistant on Africa
United State Institute of Peace
1200 17th Street, NW
Washington, DC 20036-3011

Dear Emily:

Thank you for the copy of the latest Institute of Peace report about Africa and the article from *Current History*, which I've shared with my colleagues. We shall keep these excellent references on file in our office and will put them to good use. Please convey our appreciation to John (with whom we enjoyed working when he was at the White House) and all your colleagues at the Institute for their vital work.

Best wishes and thank you for all you do.

Sincerely,



Melanne Verveer
Chief of Staff to
the First Lady



2

United States Institute of Peace

...

1200 17TH STREET, NW WASHINGTON, DC 20036-3011

TEL 202-457-1700 • FAX 202-429-6063 • TDD 202-457-1719 • WEB www.usip.org

July 13, 1999

Ms. Melanne Vermeer
Chief of Staff
The First Lady's Office
White House
1600 Pennsylvania Avenue
Washington, DC 20500

Dear Ms. Vermeer:

On behalf of John Prendergast, I am pleased to send you a copy of his latest publication, a United States Institute of Peace Special Report entitled "Building for Peace in the Horn of Africa: Diplomacy and Beyond." Along with the report, I have enclosed an article from *Current History*, which also addresses the causes and possible responses to the deadliest cluster of conflicts in the world.

Currently, John, David Smock, and I are undertaking further studies on conflict resolution initiatives in Central and Western Africa. In fact, David and John are in Central Africa for the next three weeks conducting research. We hope to incorporate this information into an upcoming book, which would examine the opportunities for conflict resolution throughout Africa.

I hope you will find the enclosed reports useful. Please feel free to contact me if you have any questions, feedback or ideas.

Sincerely,

Emily A. Plumb
Research Assistant on Africa
United States Institute of Peace

THE WHITE HOUSE
WASHINGTON

January 7, 1999

Marlene Post
National President
Hadassah
50 West 58 Street
New York, NY 10019-2500

Dear Marlene:

Thank you for your thoughtful letter and very kind words. It was a pleasure having you on hand in Jerusalem for the First Lady's visit to Hadassah's Mother and Child Center. I know Mrs. Clinton was pleased to have had the chance to see first hand the incredible work for which the center is justifiably acclaimed. We are grateful for your hospitality and generosity.

Very best wishes for a happy new year.

Sincerely,



Melanne Verveer
Chief of Staff to
the First Lady



HADASSAH
THE WOMEN'S
ZIONIST
ORGANIZATION
OF AMERICA, INC.

50 WEST 58 STREET
NEW YORK CITY
NEW YORK
10019-2500

TEL. 212.355.7900
FAX 212.303.8282
TTY 212.303.4549
[HTTP://WWW.HADASSAH.ORG](http://www.hadassah.org)

FOUNDED BY
HENRIETTA SZOLD
IN 1912

December 23, 1998

Ms. Melanne Verveer
Assistant to the President
Chief of Staff to the First Lady
The White House
100 Old Executive Office Building
Washington, D.C. 20500

Dear Ms. Verveer:

On behalf of the over 300,000 members of Hadassah, I wanted to thank you for your role and assistance in scheduling First Lady Clinton's visit to Hadassah Medical Organization's Mother and Child Center.

Over the past three and a half years of my Presidency I have had the privilege and honor to host many dignitaries from the U.S. and around the world. But, for me, hosting Hillary Rodham Clinton was the greatest thrill and a high point of my service to Hadassah.

You see her daily, and have become acquainted with her great intelligence and warmth. For the rest of us, however, these great personal and professional qualities are quite stunning and a delight to behold and enjoy.

Again, thank you for your time and efforts, and we look forward to working with you in the future.

With admiration and appreciation,

Marlene E. Post
National President

MEP:mfg



HADASSAH IS THE LARGEST AND ONE OF THE OLDEST AMERICAN/ZIONIST/JEWISH WOMEN'S ORGANIZATIONS, WITH A RECORD OF 86 YEARS OF CONTINUOUS SERVICE ROOTED IN JEWISH EDUCATION, AND CARRIED OUT THROUGH PACESETTING PROGRAMS ON THE AMERICAN SCENE AND IN ISRAEL IN MEDICINE, YOUTH RESCUE AND EDUCATION, CAREER TRAINING AND LAND DEVELOPMENT.

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THE WHITE HOUSE
WASHINGTON

June 21, 1999

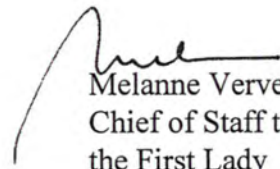
Diane Linen Powell
3939 Fordham Road, NW
Washington, DC
20016-1937

Dear Diane:

Thank you for your letter indicating your interest in becoming Director of the Peace Corps. I have passed your materials to the Office of Presidential Personnel, which will be actively involved in the nomination process. I know they will give you every consideration.

Very best wishes and hope all is well with you.

Sincerely,



Melanne Verveer
Chief of Staff to
the First Lady

THE WHITE HOUSE
WASHINGTON

June 14, 1999

Diane Linen Powell
3939 Fordham Road, NW
Washington, DC
20016-1937

Dear Diane:

Thank you for your ^elatter indicating your interest in becoming Director of the Peace Corps. I have passed your materials to the Office of Presidential Personnel, which will be actively involved in the nomination process. I know they will give you every consideration. ✓

Very best wishes and hope all is well with you.

Sincerely,

Melanne Verveer
Chief of Staff to
the First Lady

June 10, 1999

Diane Linen Powell
3939 Fordham Road, NW
Washington, DC
20016-1937

Dear Diane:

Thank you for your note and copy of your resume, ~~which I have passed on to the Office of Presidential Personnel.~~ I know they will give you every consideration and ~~would urge you to follow up with them regarding your interest in the position at the Peace Corps.~~

Very best wishes and hope all is well with you.

Sincerely,

Melanne Verveer
Chief of Staff to
the First Lady

Letter indicating your interest in Peace Corps

During the Peace Corps.

Which will be actively involved in the nomination process.

FAX**Date** June 2, 1999**Number of pages including cover sheet**

TO: Melanne Verveer

Attention: Katie Button

Phone
Fax 202-456-6244
Phone

FROM: Diane Linen Powell
3939 Fordham Road NW
Washington, DC
20016-1937

Phone 202-237-7511
Fax 202-237-8630
Phone e-mail:
dianelp@aol.com

CC:

REMARKS: ☐ Urgent ☒ For your review ☒ Reply ASAP ☐ Please Comment

Dear Melanne,

Katie suggested that I fax you about my interest in being considered for the position of Director of the Peace Corps. Two of our neighbors who coincidentally met in the Peace Corps over twenty-five years ago called last night when they learned that Mark Gearan was resigning. They thought that I might be uniquely qualified to be considered for the post, not only because of my managerial skills, but also because of my extensive international travel and mission work.

I know that this will be a prized position, and that you will give me a rapid and realistic appraisal of my chances for success. Thanking you in advance for presenting this opportunity to the First Lady.

Cordially,



P.S. I am still getting fabulous feedback about our fun visit to the Phillips. Many thanks!

DIANE LINEN POWELL

3939 Fordham Road, NW, Washington, D. C. 20016-1937
Ph: 202-237-7511; Fax: 202-237-8630
e-mail: DianeLP@aol.com

SUMMARY

Career-long association with marketing/communications disciplines: local radio, cable television marketing, network radio and television, broadcast property sales, trade associations and publishing. Senior executive experience with a New York Stock Exchange listed corporation. Proven ability in recruiting, supervising and motivating staff in multiple offices. Zero-based budget formation, coordination and execution on target. Long range strategic business planning. Top level contacts throughout media industry and press. Extensive participation on industry committees and planning boards. Thorough understanding of stock markets and investor relations. Community and multi-million dollar private Foundation involvement as investment advisor, fund raiser and financial consultant.

Des Plaines Publishing Co., Des Plaines, IL

1989-Present

Chairman of the Board. Offset web printing company. Sub-chapter S corporation with annual revenues over \$8 million. Focus on ethnic newspapers, convention dailies and yellow pages. Responsibilities include all financial reports, audit and quarterly board meeting progress evaluations. Instituted profit sharing plan, quality control and safety programs. Successfully sold eight suburban weekly newspapers in 1995.

PROFESSIONAL HISTORY

International Family Entertainment, Inc., Virginia Beach, VA

1994-1997

Senior Vice President of Corporate Communications. Recruited as one of several outside professionals with extensive industry experience to position and brand two cable channels. Board appointed member of Executive Management Committee. Developed global public relations strategies for all IFE entities. Involvement in British, Mexican and Asian program channel launches. Substantially increased company's and top executives' presence in consumer and trade press. Directed entire media campaigns for made-for-television movies and specials, from script development through press kits, with an average project ad value of \$250,000. Redesigned and achieved excellent ratings for critics' tours and satellite press tours. Supervised all corporate, sales and affiliate events including major conventions and client events. Coached staff of 17 with a departmental budget of \$3.2 million. Edited and disseminated investment information to business press. Produced three internal and external news letters for employees, affiliates and viewers. Worked with exchange floor specialist and coordinated with public relations officers at the New York Stock Exchange to enhance visibility for "FAM" as a publicly traded company. Strategic input to top management team contributed to a 31% total operating revenue increase for The Family Channel for 1997 over 1996. IFE was sold to a division of Rupert Murdoch's Fox Broadcasting, and the operations were moved to California.

Television Bureau of Advertising, New York, NY**1988-1990**

Senior Vice President of Development. Industry marketing and sales training association. Responsible for all of the relationships with major media and publishing group executives. Planned and organized sales seminars. Negotiated long term group TVB membership contracts which were critical to rebuilding the organization. Presented at annual meetings and conventions. Participated at Affiliate Board and all top level planning sessions.

Communications Equity Associates, Tampa, FL**1985-1988**

Senior Vice President. Began first CEA radio and television brokerage unit to specialize in acquisition and merger strategies for broadcasting properties. Closed over \$400 million in transactions. Licensed as a Series 7 Registered Representative. Attended all major broadcasting and cable conventions, as well as participated in industry association boards. Traveled extensively to attend board meetings in Bermuda, Thailand, and Mexico as well as media related events in Korea, Hong Kong, and England.

National Broadcasting Company, New York, NY**1975-1985**

Vice President. Hired in the first "Associate" program at NBC beginning in the Press Division as a publicist for "Saturday Night Live". The Associate program was established as a management talent pool to bring MBAs into NBC and circulate them amongst several divisions. Promoted to Radio Division marketing an all news radio network which was the predecessor to the Cable News Network concept. Territory included the entire southeast part of the United States. Progressed to Regional Manager for Affiliate Relations, Television Division, with responsibility for the North Midwestern states. Appointed Vice President, Corporate Affiliate Relations, a direct report to President of the NBC television network, supervising four affiliate territories; ultimate accountability for over 100 corporate groups. Responsibilities included presenting complex research to affiliates who were threatening defection to other networks.

WCRB AM/FM, Boston, MA**1971-1973**

Account Executive Hired as first woman on sales team. First phone. Music library, IBM card system and switch board duties. Anchored restaurant review program called, "Compliments to the Chef". Contributed to subscriber newsletter. Coordinated with the BSO Transcription Trust and BSO events. Left WCRB to earn an MBA. During last term at Harvard Business School, the WCRB Board engaged me to perform a strategic audit of all company operations.

ACADEMIC HISTORY

- **University of Pennsylvania, Philadelphia, PA.; B.A., Cum Laude, 1969**
- **University of Sussex, Falmer, Sussex, England; M.A., Dupont/Thouron Scholarship, 1971**
- **Harvard University, Graduate School of Business, Boston, MA.; MBA, 1975**

HONORS, BOARDS, AND MEMBERSHIPS (PRESENT)

- **Virginia Commonwealth University Board of Visitors** - Governor Allen appointment - Audit, Finance, Advancement, Executive and Student Affairs Committees. VCU is a billion dollar state supported educational entity with 28,000 students. The new schools of bio engineering and media/communications are models of private/public cooperatives.
- **Broadcasters' Foundation (Radio and Television Pioneers) Board of Directors** - Secretary of the Board. Established first annuity to insure on going support to former broadcast employees in need of financial assistance for medical or other emergencies.
- **Virginia Tourism Corporation Motion Picture Development Committee** - formulated plan to General Assembly for tax relief and inducements to help develop industry in Virginia.
- **Virginia College Building Authority** - bond authority for state to raise public funds. Coordination with investment and capital agencies and firms.
- **Massey Cancer Center** - establishing and funding the second patient/family library in the United States for the dissemination of information via books, pamphlets, VCRs and the internet to patients and their families.
- **American Bible Society** - investment committee managing \$700 million portfolios.
- **Public Relations Society of America**
- **Women in Cable and Telecommunications Executive Member**
- **Harvard Business School Women of Washington, D.C.**

HONORS, BOARDS AND MEMBERSHIPS (FORMER)

- **National Cable Television Association (NCTA) Convention Planning Committee**
- **Gordon-Conwell Seminary Advisory Board**
- **International Radio and Television Foundation Board of Directors**
- **Women's Resource Center, University of Richmond**
- **New York Academy of Women Achievers (YWCA)**
- **Assist International** -Entrepreneurship Seminars at four Romanian Universities

January 22, 1999

Amir Peretz
Member of the Knesset
Kiryate Ben-gurion
Jerusalem 91950 Israel

Dear Mr. Peretz:

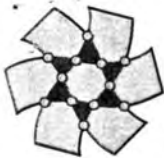
Thank you for your letter and request for the First Lady to participate in the Second Hatikva Conference last month. Regrettably, while she was in Israel, Mrs. Clinton's schedule did not permit her to accept your kind invitation. But many of the global issues you addressed are very important to Mrs. Clinton and we trust the event was a resounding success.

Mrs. Clinton enjoyed her visit a great deal and was honored to see Israel's many achievements. Thank you for your country's gracious hospitality.

Best wishes,

Melanne Verveer
Chief of Staff to
the First Lady

*Eric -
this is
too late
for the
letter*



הסתדרות העובדים הכללית
ה ש ד ה

Bureau of the Chairman

December 8, 1998

Mrs. Hillary Rodham Clinton,
The White House,
Washington D.C.,
U.S.A.

Dear Mrs. Clinton,

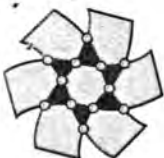
Histadrut - General Federation of Labour in Israel is a roof organization, incorporating all the industrial trade unions in the State of Israel.

During the course of all my public life, as Mayor of the small development town of Sederot, in the South of Israel, as a member of the Knesset and as Chairman of the Histadrut, I have strongly believed in the importance of the social aspects of government and have been active in legislation aimed at reducing social gaps and raising public awareness on the role of society in improving the lot of its weaker members.

For some years the Israeli Government has held an annual conference on economic matters, attended by experts in economic fields.

Histadrut decided that it was wrong to discuss such matters in isolation and, on December 24, we are holding our Second Hatikva Conference, named after a depressed neighbourhood called "Hatikva" - Hope in Hebrew, in cooperation with the Ben Gurion University of the Negev. These conferences discuss the state budgets of Israel, with an emphasis on the social aspects and the consequences on weaker sectors of the population.

We have long admired your commitment to children, and share your views about the responsibility of society to their upbringing. We watched your efforts regarding health care reform and played our part in the reform in our country. I, personally, acted as Chairman of the Knesset Committee which prepared the legislation for the new Israeli National Health Law. In addition we are aware of your concern for the poor.



- 2 -

In view of the above, I would like to request you to participate in the Conference. The date obviously precludes your attendance, but I am proposing either Tele-conferencing or a video-taped interview, which might be done during your coming visit to Israel.

The two sessions each of which we feel could be appropriate are:-

a) The session on "The Government, the Market and Social Justice", participants being the Chair of Naamat, Israel's leading women's organization and leaders of Israel's universities.

b) The final session, which I will chair and will be attended by Mr. Ezer Weizman, President of the State, Mr. Yaakov Ne'eman, Minister of Finance, Mr. Eli Yishai, Minister of Labour, Professor Yaakov Frankel, Governor of the Bank of Israel and others.

Other sessions will examine the effects of unemployment and the global economic crisis on society.

Your views of the subjects discussed would contribute greatly to the occasion and I ask you to consider my invitation positively.

Yours sincerely,

Amir Peretz, M.K.
Chairman.

THE WHITE HOUSE

WASHINGTON

February 1, 1999

TO: Tom Pickering, Undersecretary of State for Political Affairs

FROM: Melanne Verwee, Assistant to the President and Chief of Staff to the First Lady

CC: Strobe Talbott, Deputy Secretary of State

RE: Northern European Initiative on Women and Civil Society to assist the Baltics and Russia

I wanted to inform you of a new initiative that was inspired by your meeting with the Foreign Minister of Iceland last March. After encouragement from you to support the Northern European Initiative and the First Lady's expressed interest in expanding support for women in the Baltics and Russia, the Icelandic Government has offered to host a Vital Voices Conference that, we hope, will bring together all of the NEI countries. The First Lady has agreed to keynote the conference in Reykjavik in early October and to help launch a process of new initiatives in economic development, rule of law and civil society.

The First Lady has for some time been enthusiastic about the goals of the NEI and is delighted to be involved in this initiative. She is hopeful that the Vital Voices process can play a constructive role. The Nordic Council, which will be an important player in the follow-up and implementation, will be meeting about the same time. If you or Strobe attend the Nordic Council meeting in October, you might also want to consider joining the First Lady at the Vital Voices Conference, should the events coincide.

Our Ambassador to Iceland, Day Mount, has been an enthusiastic advocate for this project, and we are pleased that he is on the ground to see this through the conference. Theresa Loar is providing leadership on this at the State Department. Theresa, Ron Asmus and other State Department representatives participated in the recent planning meeting in our office with officials from Iceland.

THE WHITE HOUSE
WASHINGTON

February 12, 1999

Gary Pillersdorf
President
New York State Trial Lawyers Assoc., Inc.
132 Nassau Street
New York, NY 10038

Dear Mr. Pillersdorf:

Thank you for your letter and invitation for the First Lady to attend the NYSTLA Law Day award dinner in New York City on April 29.

It is not yet certain whether Mrs. Clinton's schedule will permit her to accept the Association's kind invitation. But I have forwarded the request to Patti Solis Doyle, Director of Scheduling for the First Lady. As plans for the spring are completed, her office will be in touch.

Very best wishes.

Sincerely,

A handwritten signature in black ink, appearing to read 'Melanne', with a long, sweeping horizontal line extending to the right.

Melanne Verveer
Chief of Staff to
the First Lady



NEW YORK STATE TRIAL LAWYERS ASSOCIATION, INC.

132 NASSAU STREET, NEW YORK, NEW YORK 10038 • 212-349-5890 • FAX: 212-608-2310

②
copy to
Bath

January 11, 1999

Melanie Veveer, Chief of Staff
Office of the First Lady
The White House
Washington D.C. 20500

Dear Ms. Veveer:

The New York State Trial Lawyers (NYSTLA) would like to honor Hillary Rodham Clinton on Law Day, April 29, 1999 at the Hilton Hotel in Manhattan. On the advice of Carol Penske, Treasurer of the Women's Leadership Forum, I am appealing directly to you.

Across the nation, Law Day celebrates the continued distinction and vigor of the civil justice system and the sustained vitality of the jury trial. NYSTLA is the state's premiere organization dedicated to the protection of the civil justice system and our annual dinner, one of the largest in the country, generally attracts more than 2000 attendees from the bar; from our highest courts; from City, State, and Federal governments and includes other distinguished members of society. Past honorees include Senator Ted Kennedy, and, most recently, House Minority Leader Dick Gephardt.

The awards ceremony will take place during the dinner hour, scheduled to begin at 7 p.m. Prior to the ceremony, NYSTLA would be pleased to host a private reception for the First Lady. Friends and admirers from New York's legal community, most eager to support her and the Democratic Party, would be invited.

To ensure the event's success, early notification would be appreciated. Should you need more information about NYSTLA or this event, please do not hesitate to contact me. If Ms. Clinton's schedule prevents her attendance this year, we hope that you will share with her our deepest admiration and best wishes.

Sincerely,

Gary Pillersdorf
President



NEW YORK STATE TRIAL LAWYERS ASSOCIATION, INC.

132 NASSAU STREET, NEW YORK, NEW YORK 10038 • 212-349-5890 • FAX: 212-608-2310

January 11, 1999

Ms. Hillary Rodham Clinton
First Lady
The White House
Washington, D. C. 20500

Dear Ms. Clinton:

On behalf of the New York State Trial Lawyers Association (NYSTLA) it is my privilege to invite you to be our guest of honor at our annual Law Day Dinner and to ask that you accept our Champion of Justice Award, the highest award our organization bestows. The event takes place on April 29, 1999 at the New York Hilton in Manhattan and begins at 7 p.m.

Celebrated nationwide, Law Day honors the continued distinction and vigor of our civil justice system and the sustained vitality of the jury trial. Our annual dinner, one of the largest in the country, generally attracts more than 2000 attendees from the bar; from our highest courts; from City, State, and Federal governments; and includes other distinguished members of our society. Prior to dinner, we would be delighted to hold a private reception to show our support.

It would be an honor if you would accept. Past honorees include Senator Ted Kennedy, and, most recently, House Minority Leader Dick Gephardt. Should you need more information about NYSTLA or this event, please do not hesitate to contact me.

Sincerely,

A handwritten signature in black ink, which appears to read "Gary Pillersdorf", is written over the typed name and title.

Gary Pillersdorf
President

THE WHITE HOUSE
WASHINGTON

March 1, 1999

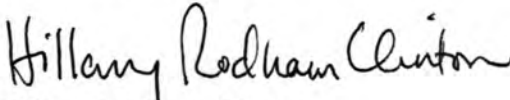
Mrs. Lee Pessah
5051 W. Oakland Park Boulevard
Apartment E311
Ft. Lauderdale, FL 33313-1598

Dear Mrs. Pessah:

Your wonderful nephew, Richard, told me about your unfortunate accident in which your hip was fractured. He also told me of your extraordinary determination to get out of the hospital following surgery and, quite literally, get back on your feet. I understand you were discharged from the rehabilitation hospital in record time, and that you look forward to resuming your work, providing meals for seniors at the community center.

Lee, you are an inspiration to us all. The President and I wish you a speedy recovery and all the best in your important work for others. Thank you for all you do and heartfelt wishes for a fullness of health and all good things.

Sincerely,


Hillary Rodham Clinton

THE WHITE HOUSE
WASHINGTON

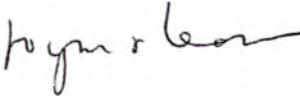
April 20, 1999

Sylvia M. Panetta
Panetta Institute
100 Campus Center, Building 86E
CSU Monterey Bay
Seaside, CA 93955

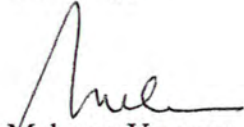
Dear Sylvia:

Thank you for your letter and for forwarding the invitation to the First Lady to speak at the Community Partnership for Youth awards luncheon and formal evening event. I regret that it's taken so long to get back to you.

Although the group is willing to accommodate the First Lady on a date convenient to her, it is really not possible for her to make a commitment for a Saturday in the foreseeable future. Please convey her best wishes to the group for very important work they do.

Best wishes. 

Sincerely,


Melanne Verveer
Chief of Staff to
the First Lady



The Leon & Sylvia Panetta Institute for Public Policy

February 10, 1999

Ms Melanne Verveer
Office of the First lady
Room 100
Old Executive Office Building
Washington, D.C. 20502

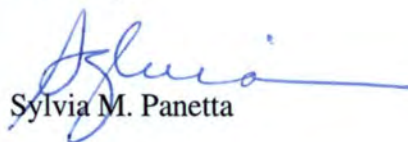
Dear Melanne:

At the request of Shari Hastey, Executive Director of Community Partnership for Youth, I am forwarding a copy of a letter that was sent to the First Lady. As you will read, Ms Hastey has invited Mrs. Clinton for an event, at a date to be determined, that will honor outstanding individuals in the community and benefit children in our area.

This community organization provides afterschool and intersession programs for elementary school children who need a safe place to stay. I am familiar with their work through the America Reads project that I coordinate in Monterey County.

I would appreciate any help you can provide in this matter and look forward to hearing from you.

Sincerely,



Sylvia M. Panetta

SMP:co

Enclosure



COMMUNITY PARTNERSHIP FOR YOUTH

January 28, 1999

Post Office Box 42
Monterey, California 93942
(408) 394-4279
Non-profit 501 (c) (3)
Corporate Tax # ID 77-0310237

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EXECUTIVE DIRECTOR

Shari R. Hastey

The First Lady
Hillary Rodham Clinton
1600 Pennsylvania Avenue
Washington, D.C.

Dear First Lady:

Community Partnership for Youth (CPY), now in its eighth year, continues to offer alternatives to drugs, gangs and violence and provides a safe place where children can grow both academically and emotionally. Our vision is to reach all children who may be "at risk" in the cities of Seaside, Monterey and Marina and give them new opportunities to develop into responsible, productive community leaders.

The Board of Directors and our Corporate Sponsors are planning a grass roots awards luncheon followed by a formal evening event to honor several outstanding people in our community for their work on behalf of children. You have made so many powerful statements about your belief in children we would be honored to have you address our audiences at one or both of these events. The date has not been set, as we want to accommodate your schedule, but we would prefer, if possible, that it be on a Saturday.

"It Takes a Village to Raise a Child" is the foundation on which CPY was organized. The Superintendent of the Monterey Peninsula Unified School District (11,000 children) has used the statement "It Takes an Entire Community to Raise a Child," to communicate his vision for the necessity of community involvement and the responsibility of all citizens to become involved with the life of a child. CPY and the school district were naturally overjoyed when you came out with your book validating our beliefs and mission. We desire to bring a greater awareness to everyone in our community that there is a role for everyone to play in the life of a child, be it large or small, as a mentor, tutor, educator or friend.

Recently, a dear friend of our community, Dr. Charlie Knight, now Superintendent of the Ravenswood School District in East Palo Alto, addressed leaders in our area about the changing face of education in our world. She spoke of the need to bring the community together to act as mentors and tutors. She then gave praise "to the finest young lady I have ever met," who does mentoring and tutoring in her schools, Chelsea Clinton. We would love to have you bring Chelsea and perhaps she could say a few words on what her tutoring has meant to her personally. We will provide transportation, food and accommodations for you and your guests. (I suspect we could also get the President on Cypress Point for a golf game.)

CPY children have a set of Standards they memorize and recite on a daily basis. A very special poem HONOR OUR CHILDREN was written as a

"Never doubt that a small group of thoughtful, committed citizens can change the world. Indeed, it is the only thing that ever has."

Margaret Mead

standard for the way we as adults need to honor children. We plan to provide a copy to all guests and would like you to have one in recognition of your wonderful gift in truly honoring the children in our nation. A framed poem is being sent under separate cover.

The evening event will be a fundraiser for CPY. We are a grass roots organization and our primary goal is to broaden CPY programs and deepen their penetration and reach to meet the changing needs of children and families in our community. Over 380 children are currently enrolled in our core prevention and early intervention programs through the Afterschool and Intersession programs and enrollment increases significantly each year. (Of the 380 children, 302 are on the free and reduced lunch program. 310 are African American, Asian or Latino.)

We have added a Visual and Performing Arts Academy, which enhances the core programs and focuses on creative self-expression. In addition, we have introduced WAVE, a special program for middle school youth, which prepares them for high school, college, work and life. CPY is also placing tutors in the elementary and middle schools to work along side teachers to help students come up to the grade level in their prophecies. Descriptions of these programs are attached.

All CPY programs work together - cogs in the same wheel. Together, they form a comprehensive approach to reach "at risk" youth who are behind in their academic, social and emotional development. Our goal is to implement and expand our comprehensive program in the community.

We would be so honored to have you address our honorees and their families and friends. Please let us know by February 15, 1999 if this is a possibility. We choose you because we believe that together, we can make a difference in the lives of many children and families in our community.

Sincerely,


Shari R. Haste
Executive Director

SRH:kp

cc: Sylvia Panetta ✓
Congressman Sam Farr

Enclosures

REVERSAL of FORTUNE

The Seaside and Marina communities north of Monterey hit a hole-in-one with their program for young children



Left: Children participating in Community Partnership for Youth smile happily for the camera.

workshops at its new Visual and Performing Arts Academy.

CPY attendees participate not only to establish a sense of security and self-worth, but also to augment their regular education. One success story involves a high school student whose grade point average quickly rose from a 2.5 to a 4.0 after he began participating in the program.

Several other agencies in the Monterey region support CPY. The Lyceum of Monterey County, Girl Scouts of America, and the Monterey Bay Aquarium provide weekly programs. And the children give back to the community in several ways, too, including beach restoration expeditions, cleaning up local parks, and serving breakfast at Villa del Monte, an elderly community in Seaside. Clearly, CPY has not only proven to be a valuable tool for improving the lives of Seaside and Marina children, but it benefits the community as a whole.

The AT&T Pebble Beach National Pro-Am enters 1998 with a long tradition of giving—\$20 million to date. In addition to CPY, some of the recipients have included the Alzheimer's Association, American Cancer Society, Suicide Prevention and Crisis Center, Meals on Wheels, Monterey County Symphony, Hospice of the Central Coast, and the Maritime Museum of Monterey. Last year's charitable donations came to a record \$2 million and 1998 should prove to be just as successful. □

When the star quarterback of Seaside High School, just north of Monterey, was killed in a drug-related shooting in May of 1991, the community struck back. Parents, teachers, school administrators, and city officials launched the "Community Partnership for Youth" (CPY) program to influence young children before the drugs and gangs that reign on the streets could ravage their lives. The program has since

become one of the many beneficiaries of the AT&T Pebble Beach National Pro-Am.

CPY now helps about 350 young people, predominantly between the ages of five and 15, every day. The children attend CPY after school (all day during vacations) and focus on leadership, decision-making, self-esteem, and anger management, while receiving tutoring in math, English, and science. CPY also works to enhance creativity with art



ALL SALARIES ARE IN \$1,000'S

RANK	PLAYER	SALARY	RANK	PLAYER	SALARY	RANK	PLAYER	SALARY	RANK	PLAYER	SALARY
6001	Tiger Woods	7230	6061	Paul Goydos	1390	6122	Lennie Clements	660	6330	Hubert Green	1690
6002	David Duval	6600	6062	Brent Geiberger	1380	6123	John Adams	660	6331	Bob Duval	1690
6003	Davis Love III	5730	6063	Craig Parry	1360	6124	Larry Rinker	660	6332	Bob Dickson	1680
6004	Jim Furyk	5670	6064	Doug Martin	1340	6125	Neal Lancaster	630	6333	J.C. Snead	1670
6005	Justin Leonard	5560	6065	Jay Don Blake	1320	6126	Jose Maria Olazabal	610	6334	Gibby Gilbert	1540
6006	Scott Hoch	4880	6066	Brad Fabel	1310	6127	Tom Pernice, Jr.	610	6335	Kermit Zarley	1500
6007	Greg Norman	4710	6067	Mike Brisky	1280	6128	Brett Quigley	600	6336	Dana Quigley	1500
6008	Steve Elkington	4620	6068	Grant Waite	1270	6129	Curtis Strange	600	6337	George Archer	1430
6009	Ernie Els	4350	6069	Bob Estes	1190	6130	Steve Stricker	590	6338	DeWitt Weaver	1380
6010	Brad Faxon	4290	6070	Brandel Chamblee	1170	6131	Tommy Armour III	570	6339	Bruce Crampton	1370
6011	Phil Mickelson	4260	6071	Brian Henninger	1150	6132	Jimmy Johnston	570	6340	Leonard Thompson	1350
6012	Jesper Parnevik	4260	6072	Rick Fehr	1150	6133	Tom Purtzer	560	6341	Mike McCullough	1310
6013	Mark O'Meara	3940	6073	Mike Reid	1140	6134	John Morse	560	6342	Chi Chi Rodriguez	1300
6014	Mark Calcavecchia	3910	6074	Skip Kendall	1120	6135	J.P. Hayes	560	6343	Dale Douglass	1280
6015	Loren Roberts	3810	6075	Mike Standly	1120	6136	Bernhard Langer	550	6344	Brian Barnes	1220
6016	Vijay Singh	3710	6076	Mike Hulbert	1110	6137	Lanny Wadkins	550	6345	John D. Morgan	1210
6017	Nick Price	3690	6077	Len Mattiace	1100	6138	Lee Westwood	540	6346	John Schroeder	1140
6018	Stuart Appleby	3510	6078	Don Pooley	1090	6139	Greg Kraft	530	6347	Simon Hobday	1140
6019	Tom Lehman	3360	6079	Billy Mayfair	1060	6140	Bruce Fleisher	530	6348	Terry Dill	1090
6020	Steve Jones	3360	6080	Ted Tryba	1060	6141	John Huston	530	6349	Larry Nelson	1090
6021	Paul Stankowski	3250	6081	Brad Bryant	1030	6142	Bradley Hughes	500	6350	Bobby Strobe	980
6022	Bill Glasson	3240	6082	Peter Jacobsen	1030	6143	Blaine McCallister	490	6351	Bob E. Smith	980
6023	Frank Nobilo	3120	6083	David Edwards	1020	6144	Jim McGovern	490	6352	Rocky Thompson	960
6024	Lee Janzen	3070	6084	David Sutherland	1010	6145	Jim Gallagher, Jr.	480	6353	Jim Albis	940
6025	Scott McCarron	2980	6085	Mark Wiebe	1000	6146	Dave Stockton, Jr.	480	6354	Buddy Whitten	920
6026	Jeff Maggert	2930	6086	Robert Gamez	990	6147	Robin Freeman	470	6355	Al Geiberger	910
6027	Tommy Tolles	2890	6087	Darren Clarke	990	6148	Fuzzy Zoeller	470	6356	Tom Shaw	890
6028	John Cook	2860	6088	Jim Carter	980	6149	Scott Simpson	450	6357	Larry Laoretti	850
6029	Stewart Cink	2830	6089	Gabriel Hjertstedt	980	6150	Brian Claar	420	6358	Jack Nicklaus	840
6030	Andrew Magee	2630	6090	Kenny Perry	950				6359	Rick Acton	820
6031	Billy Andrade	2330	6091	Billy Ray Brown	940				6360	Dick Hendrickson	770
6032	Phil Blackmar	2250	6092	Kelly Gibson	940				6361	Charles Coody	760
6033	Tim Herron	2240	6093	Paul Azinger	920				6362	Gary Player	730
6034	Jeff Sluman	2220	6094	Olin Browne	920				6363	Jose-Maria Canizares	710
6035	Tom Kite	2210	6095	Steve Pate	920				6364	Butch Baird	670
6036	David Ogden	2080	6096	Phil Tatarangi	900				6365	Bob Wynn	620
6037	Colin Montgomerie	2030	6097	Clarence Rose	900				6366	Miller Barber	610
6038	Fred Funk	1910	6098	Glen Day	870				6367	Tony Jacklin	600
6039	Kirk Triplett	1890	6099	Larry Mize	860				6368	Dan Wood	580
6040	Payne Stewart	1880	6100	Joe Durant	840				6369	David Oakley	580
6041	Craig Stadler	1840	6101	Rocco Mediate	840				6370	Larry Ziegler	570
6042	Tom Byrum	1840	6102	Fulton Allem	830				6371	Walter H. Hall	570
6043	Bob Tway	1780	6103	Jerry Kelly	810				6372	Calvin Peete	560
6044	Steve Lowery	1680	6104	Ronnie Black	790				6373	Walter Zembriski	510
6045	Tom Watson	1680	6105	P.H. Horgan III	790				6374	Will Sowles	500
6046	Russ Cochran	1650	6106	Donnie Hammond	790				6375	Harold Henning	490
6047	Michael Bradley	1630	6107	Frank Lickliter	770				6376	David Ojala	480
6048	Chris Parry	1610	6108	Mark Brooks	750				6377	Don January	470
6049	David Toms	1610	6109	Scott Gump	730				6378	Bunky Henry	380
6050	David Frost	1610	6110	Pete Jordan	730				6379	Steven Veriato	360
6051	Duffy Waldorf	1600	6111	Nolan Henke	720				6380	Dennis Coscina	340
6052	Kevin Sutherland	1600	6112	Michael Christie	720				6381	Tommy Aaron	330
6053	Robert Damron	1590	6113	Omar Uresti	710				6382	Don Bies	320
6054	Hal Sutton	1590	6114	Joey Sindelar	700				6383	Bob Batley	260
6055	Fred Couples	1570	6115	Naomichi "Joe" Ozaki	700				6384	Orville Moody	220
6056	Dan Forsman	1550	6116	Doug Barron	690				6385	Larry Mowry	220
6057	Jay Haas	1530	6117	Larry Nelson	690				6386	Bobby Nichols	210
6058	Nick Faldo	1510	6118	Wayne Levi	690				6387	Gay Brewer	210
6059	Lee Rinker	1450	6119	Mike Springer	670				6388	John Paul Cain	200
6060	Dudley Hart	1440	6120	Guy Boros	670				6389	Homero Blancas	170
			6121	Willie Wood	670				6390	Ted Hayes	170

SENIOR TOUR

RANK	PLAYER	SALARY
6301	Hale Irwin	7530
6302	Gil Morgan	6410
6303	Isao Aoki	4100
6304	Jay Sigel	4160
6305	John Bland	4010
6306	David Graham	3970
6307	Graham Marsh	3970
6308	Larry Gilbert	3160
6309	Dave Stockton	2990
6310	Bob Eastwood	2820
6311	Hugh Baiocchi	2800
6312	John Jacobs	2740
6313	Bruce Summerhays	2580
6314	Dave Eichelberger	2580
6315	Jack Kiefer	2490
6316	Walter Morgan	2290
6317	Vicente Fernandez	2250
6318	Mike Hill	2240
6319	Bob Murphy	2230
6320	Lee Trevino	2200
6321	Bob Charles	2110
6322	Jerry McGee	1900
6323	Jim Dent	1900
6324	Tom Wargo	1870
6325	Jim Colbert	1850
6326	Ray Floyd	1840
6327	Bud Allin	1810
6328	Frank Conner	1780
6329	Jimmy Powell	1730

LINE-UP CARD

Remember to select seven (7) PGA Tour golfers and three (3) Senior Tour golfers.

Golfer	ID #	Name	Salary
PGA 1			
PGA 2			
PGA 3			
PGA 4			
PGA 5			
PGA 6			
PGA 7			
Senior 1			
Senior 2			
Senior 3			

Total Salary (can not exceed \$35,000,000)

\$ _____

Only golfers listed in the rules may be used. No new golfers will be added during the season. Golfers will be designated under either PGA Tour or Senior Tour and will remain the same for the entire 1998 season, however, Senior Tour golfers playing in PGA Tour events and PGA Tour golfers playing in Senior Tour events will earn points for your team.

THE BENCH*

Bench	ID #	Name	Salary
Bench 1			
Bench 2			
Bench 3			
Bench 4			
Bench 5			
Bench 6			
Bench 7			
Bench 8			
Bench 9			
Bench 10			

Total Salary (can not exceed \$35,000,000)

\$ _____

* Remember, salary cap rules do not apply to the Bench. When Bench golfers are switched onto your starting team, they must meet the \$35,000,000 salary cap.

Rules and other information: 1. No employees of The Sporting News or TSN are eligible to win Fantasy Challenge. 2. TSN Fantasy Golf Challenge is a weekly contest for fantasy golfers. 3. For questions regarding the rules, visit TSN Fantasy Golf Challenge website at www.tsn.com/fantasygolf. 4. Not affiliated with the PGA Tour. 5. In the event that the league size is reduced, the league will be split into two separate leagues based on the number of teams. 6. Prizes will be split in case of a tie. 7. NO PURCHASE NECESSARY for a one-time entry. Form and/or card will be sent a stamped, self-addressed envelope to the address above. One request per household.

REFER A FRIEND AND SAVE!

Refer a friend who has never played a TSN Fantasy Challenge and, if they sign up and enter, you'll receive a \$20 transaction credit for use on our automated game system. The more you refer, the more you save.

Friend Name: _____

Friend #: _____

Friend Name: _____

Friend #: _____



COMMUNITY PARTNERSHIP FOR YOUTH

BACKGROUND INFORMATION

In May 1991, a promising Seaside High School athlete died during an alleged drug deal. In response to this tragic event, citizens from the community met to discuss what could be done to protect children from violence and decided that prevention starting at the elementary school level was key to making necessary behavioral changes. A survey was conducted in the elementary and middle schools of Seaside. The survey showed that 50% of these children were not attending the Boy's and Girl's Club of the Monterey Peninsula or the City of Seaside's Park and Recreation Program. It also revealed that 50% of those students stayed home to supervise younger siblings.

Recognizing a tremendous need in our community for children to grow and learn in a safe environment and to reach their full potential, CPY was formed in 1991 as a prevention and early intervention program. The agency initially provided enrichment programs for youth residing in Seaside, through six-week summer projects and "intersessions" (full day programs during school breaks). In 1992, in response to parental requests, CPY introduced an after school tutorial and enrichment program. During the 1996/97 school year, three hundred ninety seven children attended the after school programs held at five elementary school sites. Students represented sixteen schools and the numbers continue to increase as we expand the program into the neighboring community of Marina. As core programs continue in elementary through high schools, CPY is introducing new programs at the middle school level to prepare teens for high school, college and the work world as responsible and productive adults.

Our mission is to provide enriched after school and intersession opportunities from elementary through high school years. However, CPY is more than just a day care program. The organization offers alternatives to violence, builds resiliency and provides structure for youth through joint school/parent/community **partnerships**. In addition, CPY forms **relationships** with the children in the program and is committed to their continued well being. Research has shown that children who establish relationships with adult volunteers or mentors are more successful in school and socially than those who do not.

CPY is the only organization on the Monterey Peninsula reaching out to emotionally disadvantaged youth as well as to those who are behind in academic and social development. It's comprehensive program works with the "whole" child, their families, schools and community agencies. The goal of CPY is to provide a supportive, structured, creative environment for children who are identified as "at risk". The term "at risk" refers to youth who experience any combination of the following: 1) low self-esteem, 2) a stronger than normal need to belong to a group, 3) lack of vision for the future, 4) receptivity to negative peer pressure, 5) little or no family support (i.e. out of

home placement or parent in prison), 6) need for individualized attention because of a history of family alcohol, drug and/or sexual abuse.

In CPY, children learn by taking responsibility for their behavior. Positive new options are offered to youth through workshops, classroom instruction, creative projects, field trips, athletics and supportive interaction with caring adults. Families are encouraged to attend parenting classes held at each school site. Good nutrition is emphasized; snacks are served daily along with breakfast and lunch during intersessions. Pre-school care for siblings is provided during the summer, freeing older children to attend the program. In addition, CPY offers middle school, high school, and college students opportunities to develop leadership skills while gaining valuable work experience as they assist CPY staff and volunteers.

At the foundation of the program are the CPY Standards - recited daily by the children:

1. In CPY we greet each other every day with a smile and a handshake to strengthen the relationship between us.
2. In CPY we honor and respect each other so we address one another with the proper language and speech.
3. In CPY we value the space of ourselves and others and are careful not to intrude or injure each other.
4. In CPY we are mindful of what is true and strive to be honest in word and deed.
5. In CPY we treasure our rich heritage and hold the cultures of all people in high regard.
6. In CPY we strive to reflect our beauty both inwardly in our understanding and outwardly in our appearance.

Children attending CPY are referred by teachers, administrators or other agencies. CPY endeavors to work closely with teachers at all grade levels. Evaluations and constant communication with the faculty are held so a child's growth or non-growth in areas such as behavior, attendance, homework and academics can be monitored. Each child is tracked over time to see if negative patterns are broken and positive choices made.

CPY's instructional curriculum emphasizes literacy, cultural awareness, coping skills, anger management, conflict resolution, academic skills (tutoring), music, arts and crafts, photography, and recreation. Special instruction in tobacco, alcohol, and drug prevention is a vital component of the program. In January 1996, the middle school youth conducted a survey of twenty-two stores in Seaside where alcohol and tobacco was sold. Surveys were filled out by the students and informational meetings were held

with school, community, county and city officials. CPY has been awarded two certificates of appreciation from the Tobacco-Free Monterey County Coalition for outstanding efforts to prevent youth tobacco use.

CPY has seen the benefit of recreational activities that take children out of their own environment and allow them to experience new opportunities for personal growth. Some field trips have included Toro Park, San Francisco Exploritorium, San Jose and Monterey County Children's Discovery Museum, Monterey Bay Aquarium, a series of tours to explore the rich varieties of eco-systems found in Del Monte Forest, a Saturday Family trip on the glass-bottom boats at Monterey's Fisherman's Wharf, as well as an overnight camping trip to the Santa Cruz Mountains. All trips are "paid for" with incentive points earned by attendance, punctuality, completed homework, exemplifying CPY Standards, and volunteerism.

We try to instill that **hard work, done well, feels good**, and most often can have very good results. We are seeing that as our children work hard and experience success, they gain self-esteem. CPY provides a powerful tool for change: children consistently have opportunities under the personalized guidance of an adult, to solve their own problems. CPY is individualized for each child and provides a support system of educators, human care agencies, concerned volunteers, and community institutions that have a long-term commitment to the growth and development of our children and their families.

The effectiveness of CPY's comprehensive programs has been confirmed by student, parent and teacher evaluations. The growth in the number of participants, community partnerships and continuing public recognition evidence the achievements of the program.

COLLABORATION

It takes a whole community to raise a child! CPY is a *partnership* with the Monterey Peninsula Unified School District (which provides facilities and Intersession budget); Cities of Seaside, Marina and Monterey (which provide recreation leaders at each site); Monterey County Probation Department, The Lyceum of Monterey County (which provides an artist twice a week, small group instruction at each intersession, and incentives/rewards for the children); The Monterey Bay Aquarium; First Night Monterey; California State University, Monterey Bay; University of California, Santa Cruz; YMCA; Girl Scouts and other community organizations. Recently, a new *partnership* has been formed with America Reads, a national program which is headed up by VISTA volunteers and provides tutors working one-on-one with children who are below grade level in reading.

CPY is represented on the Executive Committee of the Healthy Start Collaborative. The mission of the Monterey Peninsula Healthy Start Collaborative is to establish a coordinated, unduplicated, interagency network with multiple points of access. Services will be integrated on or near the school site. A prevention/intervention case management system will provide for the physical, emotional, social, and educational needs of students and their families.

The Rotary Clubs of Monterey and Carmel and the Jim Tunney Youth Foundation have formed a partnership with CPY to help students, who have worked hard and show an aptitude, to go to college. Many of our students do not have the financial support to further their education. For many, they are the first in their families to attend college. Rotary has agreed to provide \$250 a quarter to build a college fund for each student who set goals, signs a contract with their parent and perhaps agree to: 1) maintain a 2.5 - 3.0 grade point average, 2) participate in CPY, 3) participate in a sport, 3) meet with the CPY Executive Director to set goals, 4) attend a Rotary lunch at least twice a year and, 5) maintain a journal and submit a written report to CPY and Rotary on grades, activities and successes. Each student's goals differ depending on skill and ability.

In conjunction with The Boy's and Girl's Club, CPY has formed a three year partnership with the Monterey Bay Aquarium which includes restoration of a piece of land in Seaside as well as classes to learn more about conservation. Representatives from the Aquarium meet with students, at a CPY school site, once a week throughout the year. In addition, students participate in visits and a "camp-in" on site at the Aquarium. In order to participate, students must make a commitment to: 1) attend weekly programs for one year, 2) uphold the CPY Standards, 3) maintain a C or better average in school and, 4) attend CPY's after school program daily.

CPY has also developed a collaboration with Oakes College, University of California at Santa Cruz and with California State University Monterey Bay where college students tutor and mentor children in the CPY program. This experience gives college students a sense of giving to the community while earning credit toward their degree. Interaction with the students has been a win-win situation. CPY benefits from having young adults help with homework, form relationships, and become role models to our young people. Students from the Universities learn from CPY youth as well. In addition, a partnership with the African American Theater Arts Troupe (AATAT) at the University of California, Santa Cruz, has included all day free theater workshops for the youth in our community. In May 1996, the AATAT and a Latino Theater Troupe conducted free theater workshops and presented a variety show in the evening. As a result of these partnerships, CPY developed and implemented its own Visual and Performing Arts Academy.

CPY has a commitment to help students find alternatives to gangs, drugs and violence. The CPY Executive Director is on the Executive Committee of the Monterey Bay Media

Literacy Alliance. The National Association for Non-Violent Programming conducted a workshop for CPY and trained some college and high school leaders. The purpose of the Media Literacy workshops is to heighten awareness on violence in the media, as well as improve critical thinking, and focus on our responsibility as consumers. Please see attached news article.)

CPY believes that racism cannot be abolished in isolation. We actively embrace and participate in cultural events with children from all backgrounds. Due to the diverse population of CPY, the Board of Directors feels it is important to have representation in the following organizations:

National Association of the Advancement of Colored People: The CPY Executive Director is a lifetime member of the NAACP; serves on the Planning Committee for special events during Black History Month; and is an Advisor for the NAACP Youth Summit in May.

League of United Latin American Citizens: The CPY Executive Director is a member of the Planning Committee for Cinco de Mayo and CPY coordinates all game booths for the celebration.

COMMUNITY PARTNERSHIP FOR YOUTH

WAVE/YES/TUTOR PROGRAM

In 1991, CPY focused on prevention and early intervention programs for children and their families. Our core programs will continue in elementary through high school; however, there is specific need to introduce special programs at the middle school level to prepare youth for high school, college and life as responsible, productive adults. Children who are now in Middle School are vulnerable and face many obstacles: drug and alcohol abuse, teenage pregnancy, and violence just to name a few. A recent survey showed that the majority of the middle school youth feels safe at CPY and also felt that the leaders listened and cared for them. Fifty percent of these children have had friends killed, ninety three percent have had a family member die, and sixty five percent have had family members killed. That is an alarming 96% who have faced death in one way or another! Sixty one percent know someone in jail or prison - for many, it is a parent or relative.

Each year, over one million young people leave school prior to graduation and a sizable percentage of those who do acquire diplomas are ill equipped to succeed in the labor market. These youth lack basic skills required for jobs in new service industries and new technologies. Also, they inadequately demonstrate the attitudes and work maturity skills employers' desire. As workers they often fail because of their inability to cope with personal problems or to apply critical thinking skills to job-related situations.

CPY's goal is to have all adolescents in the program achieve their full potential. We would like to prepare them for success through the implementation of a three-component program, which would incorporate the curriculums of **WAVE**, **YES** and **TUTOR**.

WAVE (Work Achievement Values Education)

WAVE is a National Leadership/Pre-work Training curriculum specifically designed to help young people develop maturity, encourage them to think about their future careers, expose them to a broader range of opportunities, and to help them understand the relationship between what they learn in school and what they will do in work and life. Evaluation of The WAVE In Schools Program at 12 pilot sites, after the first year, found that students scored higher in measures of maturity, achieved better grades, reduced their absenteeism rates and improved their reading and math scores. Students also felt they gained increased self-esteem, a new experience of academic achievement, the freedom to discuss personal aspects of their lives, and the ability to learn new ways to manage and solve problems. The goals of **WAVE** in Middle Grades are to:

- Increase success in school
- Ease the transition to high school
- Make the connection between school and the work world
- Gain knowledge of self

The one hundred lessons Middle Grades curriculum is a unique combination of life skills and career exploration activities with concepts selected on the advice of experts and practitioners in education. It is written especially for the developmental needs of young adolescents. **WAVE** complements CPY's existing core program and emphasizes literacy and improvement of academic skills. CPY will be conducting the leadership class at King Middle School this year.

YES (Young Entrepreneurs Succeed)

YES is an extension of the **WAVE** program. The objectives of **YES** are to: 1) teach creative thinking and, 2) instill strategies for building and planning future careers for all CPY middle and high school students. The curriculum will include, but not be limited to, the value of money and opening a bank account. Program youth will experience first hand all the steps necessary to start a business, from taking an idea from creation through the development stages to writing a business plan and bringing their products to market. Students will be encouraged to use their imagination and creativity in developing new products to market, and in producing items such as posters and greeting cards for resale.

The majority of CPY students are from very low-income households (337 out of 421 year to date participants). The **YES** program will help with future funding of the CPY budget and will enable middle school youth participating in the program to earn a stipend for their efforts. Future expenses for **YES** will be covered by income realized through sales of the student's products.

TUTOR

TUTOR provides academic support for adolescents being moved through the school system, but who are not doing well and, in conjunction with **WAVE** and **YES**, provides practical experience for students who may not go on to college. CPY believes that there is a difference between merely helping students with homework and providing individualized tutoring designed to fit each child's specific needs. With the **TUTOR** program, CPY emphasizes academic subject matter and helps students understand the process of learning, but goes one step further to provide the emotional support each child needs to realize personal success. A learning disability or chemical imbalance that has gone undiagnosed or a problem at home can be barriers to building self esteem and maximizing academic success. Many of the children have only had "victim" role models. It is especially important for them to gain self confidence, appropriate

social skills and knowledge of what it will take for them to be successful in the workforce. CPY tutors and other community resources are used to “find the key” to unlock every child’s true potential.

Through **WAVE**, **YES** and **TUTOR**, CPY will create a support system to help middle and high school youth achieve academic excellence, emotional stability and personal success. As a result of this comprehensive program, CPY’s goal is to have all students recognize their own identity, achieve their personal best in all endeavors, and possess the tools needed to be leaders instead of followers.

COMMUNITY PARTNERSHIP FOR YOUTH AFTERSCHOOL/INTERSESSION PROGRAM

Afterschool tutorial/enrichment, Intersession and Summer sessions are core CPY programs which provide a supportive, structured and creative environment for low-income and "at-risk" children. CPY offers alternatives to drugs, gangs and violence, builds resiliency, and works with the "whole" child, their families, schools and community agencies. CPY is the only organization on the Monterey Peninsula reaching out to emotionally disadvantaged youth as well as to those who are behind in academic and social development. Our goal is to find a way to help children find success within themselves.

CPY unlocks a child's potential by embodying a vision for success within our children through the beliefs that: 1) All children can learn when they are nurtured and taught by knowledgeable caring adults who believe in them and who are committed to sharing with them the joys of learning. 2) Children must be listened to, treated with respect, and offered opportunities to learn about their rich culture and heritage. 3) Knowledge is power. Reading unlocks the door to a child's access to that power.

The afterschool program focuses on completing homework on a daily basis; however, the emphasis is on *learning*, not just getting the work done. Afterschool tutoring addresses academic subject matter and the process of learning, but goes one step further to provide the emotional support each child needs to realize personal success.

Over the past two years CPY has discovered that the *afterschool program does not provide sufficient time to work with students who have greater academic needs*. CPY would like to provide staff to help students within the classroom during the school day. CPY is based on relationships and working with students alongside a teacher will provide additional support for students who are having a difficult time. Many times when a child struggles academically they become frustrated and have negative behavior patterns, which are based on low self-esteem.

In CPY, children learn by taking responsibility for their behavior. Positive new options are offered to youth through workshops, classroom instruction, creative projects, field trips, athletic and supportive interaction with caring adults. The Intersession programs include art, crafts, music, organized sports, letter writing and journaling. CPY stresses literacy and provides special reading areas at each site where children can read and prepare book reports. In addition, children are encouraged to keep "word books" in which they write new words they learn each day.

CPY has developed a leadership class at King Middle School in Seaside, using the WAVE/YES and other materials. The goal is to have a presence in each middle school where CPY fifth-grade students are being promoted. Leadership Monterey Peninsula a

leadership training for community professionals has become a CPY partner and is creating a curriculum, which they will personally teach to the students.

CPY has a commitment to hire within the community it serves. All staff either resides or has gone to school in Seaside, Marina or Monterey. CPY has hired several mothers who have children in the program. Grandmothers and other relatives have been trained to be Afterschool and Intersession Leaders and Coordinators. In addition, CPY has a commitment to develop leadership skills of middle school students. Young teens work in groups to help organize site activities and to help younger children with writing and reading skills.

In the past year several students who "grew up" in the program have expressed a desire to become a leader. We ask that they volunteer for a quarter and an all day intersession and go through training before they are hired. It is gratifying and rewarding to now "grow our own leaders".

Children in the Afterschool program are allowed only three unexcused absences and are required to pay a \$5.00 monthly fee for the privilege of being part of the CPY family. The attendance requirement and small fee encourage commitment and responsibility. Since the majority of children in the program are from low-income families, CPY has established a scholarship fund to offset the cost for some families.

CPY also encourages commitment from parents, and offers parent education workshops. Parents of children who participate in the Aquarium Conservation Project and the Visual & Performing Arts Academy are also asked to sign a "contract" which demonstrates a partnership between them, their children and CPY.

Now operating at five school sites, CPY programs are attended by over 300 children and youth **each day**, representing eighteen elementary, middle, and high schools in the cities of Seaside, Marina and Monterey.

Participation in CPY's Afterschool and Intersession/Summer program provides new experiences for children and youth, and creates opportunities for them to problem solve and compromise - important skills in building self esteem. CPY forms relationships with the children in the program and is committed to their continued well being.

COMMUNITY PARTNERSHIP FOR YOUTH VISUAL & PERFORMING ART ACADEMY

CPY's Visual & Performing Art Academy focuses on creative self expression and introduces students to a variety of programs in theater arts, speech/communication, dance, music, painting and fitness. Examples of recent activities are:

Global Village for Peace and Non-Violence: Students researched architecture from around the world and studied housing styles from grass huts to Dutch cottages. Each team of three to four children designed and developed construction plans for the house of their choice. Houses were made from PVC pipe, covered with cardboard, and painted. The process helped students learn about design, measuring, teamwork, and decision making. The "village" was made into a float for the Parade of Champions in Seaside and won first prize. It was also used as a backdrop at First Night Monterey on December 31, 1997 for the Art Academy students who performed two 45 minute segments highlighting KWAANSA movement, poetry and rap.

Intergenerational Theater Project: This oral history project, supported in part by the Cultural Council for Monterey County, is a way for children to connect with their own heritage as well as the cultural histories of their classmates. Each student interviewed grandparents and relatives to discover their ancestry, developed oral histories and produced a performance based on their family stories. Children learned interviewing skills, journaling, script writing, and techniques of speech and voice work.

Third Studio Partnership: A special partnership with Carmel's Third Studio has provided an opportunity for the children to perform folk tales. A special presentation will be performed in the late fall of 1998.

Music: Various individuals and performing arts groups provide insight into the world of music and singing. Children are encouraged to compose and write lyrics to a song and then perform their song for classmates. A popular marimba group known for their Shona music from Zimbabwe performed their music on traditional African instruments and taught children how to chant, dance and play the marimba. In addition, the Cultural Heritage Choir - an internationally renowned acappella singing group - performed and demonstrated how their music style tied in with the student's oral history project. The Choir engaged the children in chants, dances, stories and songs from Africa.

A small singing group has been formed and led by CPY leaders in Seaside and Marina. Children are learning gospel and positive encouraging songs to share.

Dancing and Fitness: CPY students have formed several Dance Troupes specializing in Folkloric, African, and other ethnic dances. The Troupe performs at various community organizations such as Villa Del Monte, a residential home for the elderly. Also, students

established a "Hip-Hop" dance routine, and were introduced to tap dancing. In addition, children were taught the philosophy of martial arts and learned the basics of T'ai Chi.

Community of Caring and CPY Standards Silk Banners: A partnership with First Night Monterey has presented opportunities for the children to learn large creative projects. During the 1998 Summer the children created COMMUNITY OF CARING silk banners that supported the core values of Caring, Respect, Family, Responsibility and Trust. The banners were presented in the Seaside Parade of Champions and won first prize. They were also displayed at the Community of Caring, Family Fun Fest in August. During the Fall Intersession the children made silk banners with the six CPY Standards beautifully portrayed.

Lyceum for Monterey County: Another partnership with the Lyceum has provided artists to meet and teach children watercolor and special art projects during the intersessions and the afterschool program.

So many students have difficulty learning in the concrete teaching environment of school. The Visual & Performing Art Academy broadens students learning and gives them the opportunity to be successful in acquiring skills through verbal and "right-brain" activities. The discipline and group dynamics offered by the Visual & Arts Academy are teaching the children self control and appreciation for one another.

CPY INCENTIVE POINTS

Points		Incentives
25	1	Daily Attendance
25	2	Being on time
50	3	Willing to participate
150	4	Memorize the Standards One time per intersession
150	5	Follow the Standards
100	6	Have good tables manners
50	7	Learn a new game or skill
100	8	Report problem solving
100	9	Have a good attitude
50	10	Volunteer to help
100	11	Write in your journal
100	12	Write or draw a thank you note
150	13	Parent or adult attends one event per week
200	14	Parent watches Parent Ed video (15 available)
100	15	Write a book report
100	16	Read a book to someone
100	17	Listen to someone read
		EXTRA POINTS
100	18	WAVE Pre-work/Leadership Training
100	19	Aquarium Project
100	20	Football Camp
100	21	Art Academy
100	22	Prepare breakfast for Villa Del Monte
100	23	Serve breakfast at Villa Del Monte (Talk w/seniors)
100	24	Organize sports event for others
100	25	Serve breakfast – help w/lunch, check out balls, etc.

Incentive points are earned by listening and following directions.
Field trips are earned through Incentive Points.

THE WHITE HOUSE
WASHINGTON

May 10, 1999

Mary Page
Program on Global Security and Sustainability
The John D. and Catherine T. MacArthur Foundation
140 South Dearborn Street #1100
Chicago, IL 60603-5285

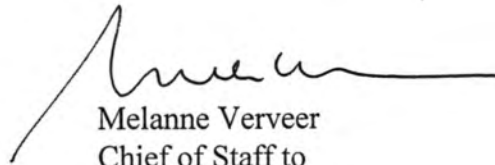
Dear Mary:

On behalf of the First Lady, thank you for your letter and for referring us to the experts on international responses to conflict aftermath.

We appreciate greatly the interest and work of the MacArthur Foundation in this area and we look forward to continuing our collaboration with you.

Very best wishes and thank you for all you do.

Sincerely,

A handwritten signature in black ink, appearing to read 'Melanne Verveer', with a long horizontal stroke extending to the right.

Melanne Verveer
Chief of Staff to
the First Lady

--

(ATTACHED) 4/21/99 from **Mary Page** of MacArthur Foundation, sending names and addresses of three individuals who may be helpful in addressing urgent needs in Kosovo. If you'd like more information, let them know. Thanks for bringing funders together, and for your insights into and efforts on behalf of this crisis.

P

✓ To Melanne / Katy B for review/followup

140 South Dearborn Street
Suite 1100

Chicago, Illinois 60603-5285
Telephone: (312) 726-8000
TDD: (312) 920-6285
www.macfdn.org

THE JOHN D. AND CATHERINE T.
MACARTHUR FOUNDATION

April 21, 1999

First Lady Hillary Clinton
Office of the First Lady
White House
1600 Pennsylvania Avenue
Washington DC 20500-2000

Dear Mrs. Clinton:

I am sending an addendum to Monday's funders' meeting with you on Kosovo in hopes that some of MacArthur's contribution to knowledge creation can make a contribution to present urgent needs. While we have almost no presence in the Balkans, the Foundation's investment in the growing body of work on international responses to conflict aftermath might be helpful to you in the short term. Michael Doyle, Terje Rod-Larsen, and John Ruggie are leaders in this field, blending scholarship and field experience in excellent analyses of lessons learned over the past decade in international efforts to stabilize fractured societies. Their work focuses on practical issues like the coordination of donors, governments, and militaries and the effective sequencing of forms of assistance. Below is their contact information.

Michael Doyle
Woodrow Wilson School of Public and International Affairs
Center for International Studies
Princeton University
Bendheim Hall
Princeton, NJ 08544
(609) 258-4851

John Ruggie
Former Dean of Columbia University
School of International Affairs
1998-99 Assistant Secretary General (Senior advisor to Annan)
(212) 963-9082

First Lady Hillary Clinton

April 21, 1999

Page 2

Terje Rod-Larsen

Fafo Institute for Applied Social Science

PO Box 2947 Toyen

N-0608 Oslo

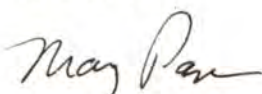
Norway

Tel: +47 22 67 60 00

If you'd like more information about ongoing work or expertise in this field, please let us know.

Thank you for bringing funders together, and for your insights into and efforts on behalf of this crisis.

Sincerely,



Mary Page

Area Associate Director

Program on Global Security and Sustainability

MRP/ts

FAX: (312) 917-0334

E-MAIL: mpage@macfdn.org

cc: Julia Taft

Adele Simmons

ST. MARY'S COLLEGE ①
PRIVATE BAG,
LIRA
18/12/1998

MRS POWELL
THE AMERICAN
AMBASSADOR
TO UGANDA.

Your excellency,

It is my pleasure to disclose to you that your special visit has started a new chapter in our struggle for the release of our abducted children who are in rebel captivity in Sudan.

Your excellency, I have tried together with the school administrators especially Rev. sr. Rachelle and members of concerned parents Association to see to it that the innocent abducted children are released by L.R.A rebels. We have nearly exhausted all possible avenues but they are still held in rebel captivity. I hope your special visit will mark the dawn of their release.

Your excellency, I would like to bring to your attention that despite the efforts of those who felt concerned that

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child abduction is a threat to society existence, there are others who are bent towards perpetrating it. They are covered up, tormenting our children, laughing at us and insulting our sorrow with infinite lies. Take for instance that students of St. Mary's College were not abducted but were captured when the L.R.A rebels engaged the government troops. This is very false and I bear witness that they were abducted from their dormitories under their blankets after midnight. It pains us and I hope through your good office you will see to it that those who are perpetrating child abduction will be silenced and the efforts of the school administration and members of concerned parents Association will not be frustrated towards the release of young innocent children who are still in rebel captivity in Sudan.

Your excellency, concerned parents Association is still a baby as observed by one of UNICEF representatives. So

for it to begin walking and achieve ^③ its aims, it needs some support, one way or the other. I hope you will look into it in your embassy.

Your excellency, despite the efforts of good women and men, who have struggled day in, day out to see to it that peace prevail in this country, we from this part of the country are still on the look-out for good individuals of your calibre. I hope you will be our ambassador for peace as well as the ambassador of U.S.A. And may peace prevail through you from Northern Uganda down to western Uganda.

Last but not least, your excellency the biggest headache to us which have made our eyes to brim with tears is that our children are still in rebel captivity in Sudan. I hope your visit in this part of the country has made you to be in touch with the situation on the ground, and therefore you will offer us your candid assistance where possible so that our children are released as

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we are very badly off for them.

Finally, your excellency, all I have written herein is for God and my Country. may the good Lord protect you and bless your work richly. Amen

Yours faith fully,

O CEN JOHN BOS CO

(A TEACHER WHO RESCUED THE
GIRLS WITH REV. SR. RACHELE)

THE WHITE HOUSE
WASHINGTON

February 12, 1999

Ambassador Nancy Powell
US Embassy, Kampala
Parliament Avenue, PO Box 7007
Kampala, Uganda

Dear Ambassador Powell:

Nancy

Thank you for forwarding the card and the letters from the Concerned Parents Association and the sisters of St. Mary's College in Aboke, which I have passed on to the First Lady.

Since her visit to Uganda, Mrs. Clinton often talks about the girls who were abducted. The struggle to free the girls is a testament to the courage of their parents and teachers and a reminder of the horrible crimes that have been perpetrated by the Lord's Resistance Army.

Thank you for all you are doing to encourage the Soroti community and your vital work in Uganda. Let us know if we can do anything to be helpful.

Very best wishes and hope all is well with you.

Thanks for all you do.

Sincerely,



Melanne Verveer
Chief of Staff to
the First Lady



Embassy of the United States of America

Office of the Ambassador
Kampala, Uganda
January 11, 1999

Ms. Melanne Verveer
Chief of Staff
Office of the First Lady
The White House
Washington, D.C.

Dear Ms. Verveer:

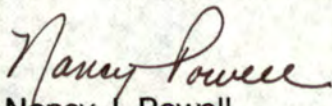
First, best wishes for the New Year. I hope you'll find a way to make it three-in-a-row and return to Kampala in 1999. We would all welcome you and the First Lady once again. I've spoken to Anita Botti concerning our interest in hosting Africa's Vital Voices. I hope you will keep us in mind.

I am forwarding for your action Christmas greetings and a letter from the Concerned Parents Association and the sisters of St. Mary's College in Aboke. The First Lady has met with members of the association and the faculty as part of their efforts to obtain the release of the girls who were abducted from the school in 1996 by the Lord's Resistance Army. Mrs. Clinton referred to their plight and that of the thousands of other children during her speech in Kampala last March.

I visited the school in December and met with the faculty and parents group as well as with two of the girls who escaped. It was an incredibly moving experience and a vivid reminder of the horror that is being inflicted by the Lord's Resistance Army.

Many thanks for the photos from the March visit that were forwarded by your office. They were the only ones we received of the meeting with the American community. There were many, many smiles and pleasant memories of last year's visit when I passed them out.

Sincerely,


Nancy J. Powell
Ambassador



SOROTI DISTRICT MOVEMENT COMMITTEE

P.O.BOX 1,
SOROTI
UGANDA

Our Ref: SDM/9/98

21st December, 1998

Her Excellency the Ambassador
The United States of America
P. O. Box 7007
Kampala, Uganda

Your Excellency,

RE: AMBASSADOR'S TRAVEL TO SOROTI DISTRICT

I wish to register our gratitude to you and your entourage for a significant visit to Soroti District on December 17.

This visit was commendable for a number of reasons. Firstly it was the first visit in the post conflict era by the Ambassador of the biggest Donor Country to the war-ravaged district of Soroti.

Secondly it was significant that you were able to make on the spot assessments of projects that are funded by your government and U.S.A.I.D.

Your address to the District leadership, and your visit to the Womens Self Help projects at Arapai, Opuyo, and Kamuda were a clear demonstration of your commitment to the establishment of a partnership for the enhancement of a sustainable development effort by our people.

I am therefore grateful, particularly to you and Costas Christ, Ron Stryker, and Randy Berry, for having accorded our people the benefit of your personal presence.

As I did indicate earlier, Soroti District, which has been plagued by insurgency similar to Gulu and Kitgum, will in the foreseeable future continue to require

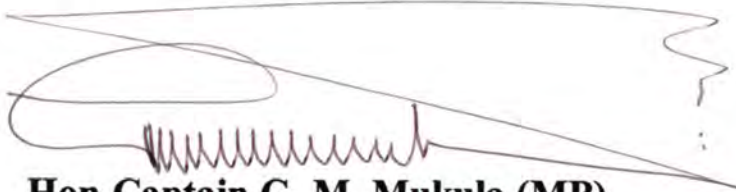
maximum support from friends of good will in order to effectively counter the traumatic impacts of strife on all sectors of our people's livelihood and development.

I wish to identify education as the most effective short, medium and long term vehicle for implementing that strategy. It is in this regard that I would like to draw your attention to the Soroti Library, which site is to be accessed by all schools in the area. The people have provided land, and have proceeded to build the Library, approaching the ring beam. 35% of the work has been accomplished. My plea is for a combined effort from people of goodwill to supplement this local effort and complete the library.

I would be much obliged for any support in this regard.

May I also take this opportunity to wish you and your staff a Merry Christmas and a Happy New Year.

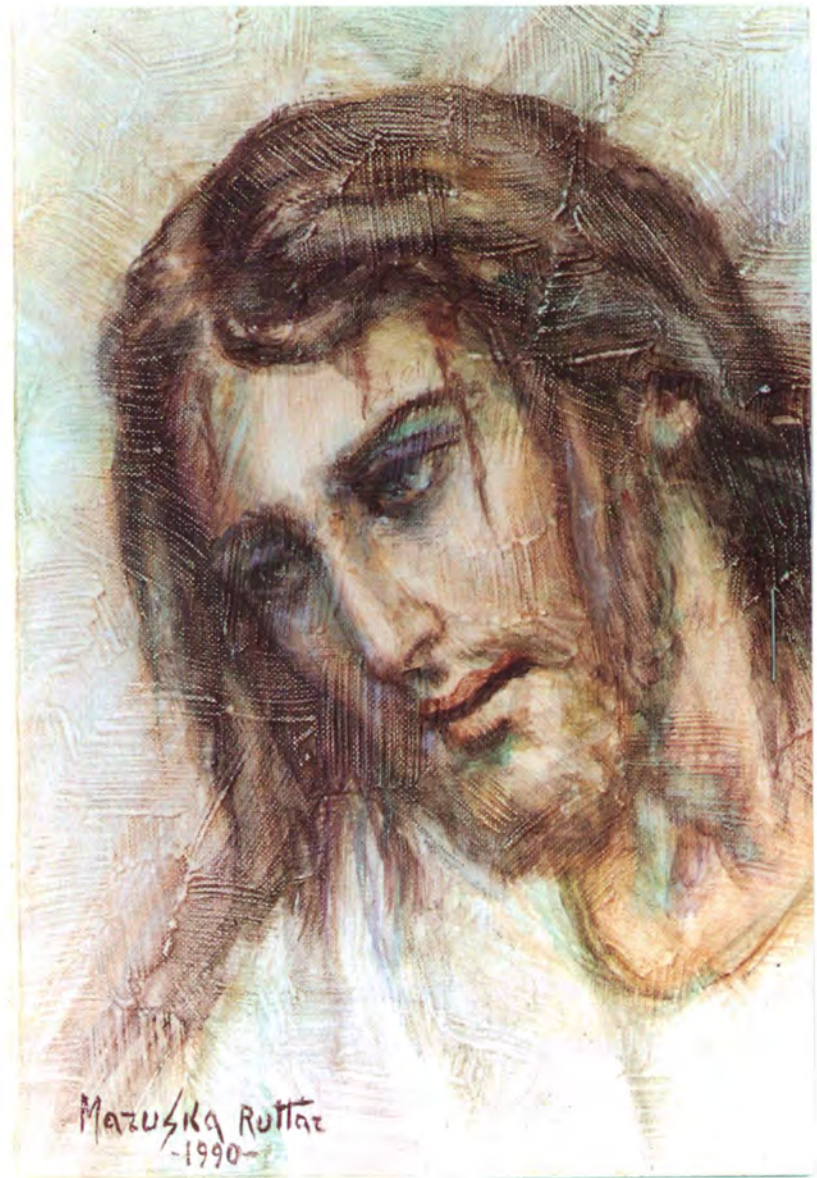
Yours faithfully,

A handwritten signature in dark ink, featuring a large, sweeping loop at the top and a series of smaller, connected loops below, ending in a sharp upward stroke.

Hon Captain G. M. Mukula (MP)

CHAIRMAN, SOROTI DISTRICT MOVEMENT COMMITTEE

Maruska Ruttar, Sr. Missionaria Comboniana



ST. MARY'S COLLEGE ABOKE.

PLEASE,

KINDLY KEEP IN YOUR PRAYER
OUR STUDENTS STILL CAPTIVE IN SUDAN:
(abducted on 10.10.1996)

- | | | |
|-----------------------|-----|--------------|
| 1. ABER JANET | S 3 | - Gulu |
| 2. ACAN GRACE | S 3 | - Lira |
| 3. ACEN PALMA | S 2 | - Kitgum |
| 4. AKELLO AGNES | S 1 | - Lira |
| 5. AJCK CATHERINE | S 2 | - Apac |
| 6. AKELLO JANET | S 2 | - Apac |
| 7. AKELLO MIRIAM | S 2 | - Moroto |
| 8. ALABA SYLVIA | S 1 | - Lira |
| 9. ALOBO JACKIE | S 2 | - Lira |
| 10. ANGU JESKA | S 1 | - Lira |
| 11. ANYANGO CAROLINE | S 3 | - Lira |
| 12. ATIM ANGELA | S 3 | - Gulu |
| 13. ATOO BRENDA | S 2 | - Lira |
| 14. AWINO CHARLOTTE | S 3 | - Lira |
| 15. EJANG SUSAN | S 1 | - Lira |
| 16. ENANG JUDITH | S 3 | - Lira |
| 17. KIA REBECCA | S 1 | - Apac |
| 18. LONGORIA AGATHA | S 3 | - Moroto |
| 19. NAMAHELE LOUIZA | S 1 | - Lira |
| 20. NYANJURA VICTORIA | S 2 | - Atura-Apac |
| 21. WEGESA JACKLINE | S 2 | - Lira |
- AND THOUSANDS OF OTHER CAPTIVES.

Thank-you.

1. APIO SUSAN - was abducted on 21st March 1989; she was killed during a crossfire about 2 months after being kidnapped.

2. ENANG JUDITH - was abducted on 10.10.1996; there are strong rumours that she was killed by Kony's order in November 1997.

3. ALUK TEDDY - this last victim, was returning to School from her holidays on the 1st of June 1998; at 6 km from Kitgum - her home town - the bus she was travelling with ran into an ambush; she died burnt inside the bus.

Again, we ask your prayers for these young innocent victims and for hundreds of other victims of this tragedy.

Thank you.



Maruska Ruttar, Sr. Missionaria Comboniana

PHOTOCOPY
PRESERVATION

Mrs. Hillary Clinton
First Lady
U.S.A.

St. Mary's College Aboko
P.B. LIRA - UGANDA
Christmas 1982

With deep gratitude for your kind
concern for our 21 girls still in Sudan
and thousands of other captives, we
wish you a very happy Christmas.
May the coming New Year bring you
all that your heart desires.
Please rest assure of our daily prayers.
With best regards

Yours sincerely
2 m Abe Bwls

Mrs. Hillary Clinton,
First Lady
U.S.A.

Through the kindness of
the VSA Ambassador.

THE WHITE HOUSE
WASHINGTON

June 15, 1999

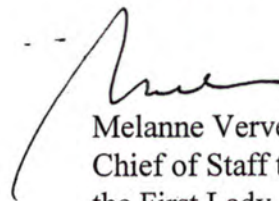
Rev. Michael D. Place
President and CEO
The Catholic Health Association
4455 Woodson Rd.
St. Louis, MO 63134-3797

Dear Mike:

Thank you for your letter and the transcript of your lecture, *Healthcare: Essential Building Block for a Free Society*. We are pleased to have your views on this critical topic. We will keep this excellent resource on file as well.

Promoting health care for all our citizens is so important. You can take great satisfaction in knowing that CHA's vital work truly matters. Thank you for your leadership and all you do.

— Best wishes,

A handwritten signature in black ink, appearing to read 'Melanne', with a long, sweeping underline that extends to the left.

Melanne Verveer
Chief of Staff to
the First Lady

R
Shirley

June 7, 1999

Melanne Verveer
Chief of Staff to the First Lady
The White House
Washington, DC 20500

Dear Melanne:



I am pleased to take this opportunity to communicate with you on an issue of great importance and mutual interest. I speak of systemic health care reform.

Last month, CHA's Board of Trustees recommitted itself to the task of putting health care reform back on the national agenda in the ultimate pursuit of making *accessible and affordable care available for all*. As you know from the active and supportive role CHA played in the Administration's effort to reform the system, this commitment is part of a rich history of Catholic health care's involvement in public policy issues. While sorely disappointed by the failure to realize real reform several years ago, our members remain, however, undaunted in their determination to address the challenging problems of our increasingly dysfunctional system, not the least of which is the unacceptable reality that nearly 44 million of our fellow citizens are without health insurance coverage. CHA's long-term goal is to reposition health care from its current status as an important, but ultimately optional, building block to one that is essential for a free society.

Toward that goal, I recently used the Eighth Annual Joseph B. Brennan Lecture at Georgetown University to raise awareness of the need for a national dialogue. I reflected on the lessons of the past and on how the Catholic faith tradition and fundamental American values can converge at this time to produce broad-based support for reform. The enclosed copy of the lecture, ***Healthcare: Essential Building Block for a Free Society***, provides a context from which our society can enter a new conversation about health care.

NATIONAL HEADQUARTERS

4455 Woodson Road
St. Louis, MO 63134-3797

Phone 314-427-2500
Fax 314-427-0029

www.chausa.org

With personal best wishes, I am

Sincerely,

A handwritten signature in dark ink, reading "Michael D. Place".

(Rev) Michael D. Place, STD
President and Chief Executive Officer

Let Justice
Flourish



84th Catholic Health Assembly
June 6-9, 1999
Orlando, FL

Enclosure

THE WHITE HOUSE
WASHINGTON

June 14, 1999

Pls File in
MV's mail
files

Didier Pineau-Valencienne
President
Futuract
ICAD - 4, rue du Fbg Montmartre
Paris, France

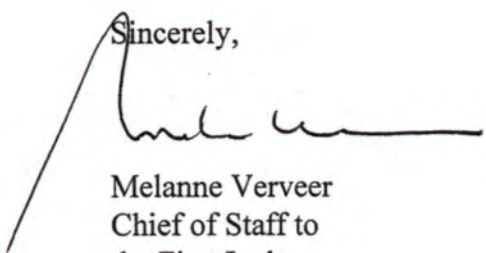
Dear Mr. Pineau-Valencienne:

Thank you for your letter and invitation for the First Lady to attend the international business conference this December in Paris, which was forwarded to us by Ambassador Rohatyn.

Regrettably, Mrs. Clinton's schedule in December is full and will prevent her from travelling to Paris to accept your kind invitation. However, she conveys her appreciation for the French-American Business Council's work to strengthen business ties between our countries, along with her best wishes to you and your colleagues for a successful conference.

All the best.

Sincerely,



Melanne Verveer
Chief of Staff to
the First Lady

EMBASSY OF THE UNITED STATES OF AMERICA
PARIS

(R) *Regan*

THE AMBASSADOR

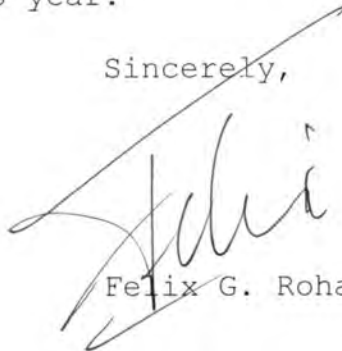
April 28, 1999

Dear Melanne,

The enclosed letter and documentation are from Mr. Didier Pineau-Valencienne, a friend of mine and active member of the French-American Business Council.

He invites the Vice President and First Lady to participate in an international business conference in Paris in December of this year.

Sincerely,



Felix G. Rohatyn

Ms. Melanne S. Verveer
Chief of Staff to the First Lady
The White House
Washington, D.C.

M. FELIX G. ROHATYN
AMBASSADE DES ETATS-UNIS
2, avenue Gabriel
75 382 PARIS CEDEX 08

Paris, le 29 mars 1999

Monsieur l'Ambassadeur, *et cher ami :*

Avec le Groupe HEC et l'Association du Groupe HEC, nous avons pris l'initiative d'organiser un événement mondial qui rassemblera pendant deux jours des dirigeants venus du monde entier. Intitulé FUTURACT, cet événement se déroulera au Palais des Congrès de Paris les 14 et 15 décembre 1999.

Des intervenants prestigieux (prospectivistes, penseurs, artistes, dirigeants) vont débattre sur les enjeux émergents, les futurs possibles, les tendances qui affecteront notre civilisation, et leurs incidences sur les entreprises, les hommes et les produits de demain.

FUTURACT est destiné à devenir le rendez-vous incontournable de la réflexion managériale et le creuset des nouvelles réflexions pour demain. Nous mobilisons les réseaux professionnels mondiaux qui permettront de garantir le succès dès la première année. L'ensemble sera fortement relayé par de nombreux médias nationaux et internationaux.

Par son caractère exceptionnel, le niveau des intervenants, la nature de certaines animations et la date (15 jours avant l'an 2 000), FUTURACT sera sans doute **l'un des moments marquants des célébrations de cette fin de siècle.**

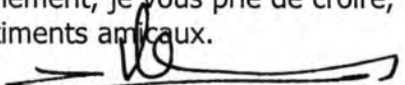
Pour toutes ces raisons, j'ai accepté de devenir le président de cette manifestation.

De nombreux intervenants ont d'ores et déjà annoncé leur participation : Jeremy Rifkin, Stan Davis, Chris Meyer, Lester Thurow, Maurice Allais, Joël de Rosnay, ...

Je souhaiterais dans ce cadre inviter des personnalités américaines de tout premier rang, tout particulièrement Hillary CLINTON et Al GORE. Accepteriez-vous de m'aider dans cette opération, par exemple en nous introduisant auprès d'elles ? ✓

Le dossier de présentation joint vous donnera plus de précisions sur le contenu et l'esprit des deux journées.

En vous remerciant chaleureusement de l'attention que vous voudrez bien porter à cet événement, je vous prie de croire, Monsieur l'Ambassadeur, en l'expression de mes sentiments amicaux.


Didier PINEAU-VALENCIENNE
Président



PRE-PROGRAMME

BATIR DES SCENARIOS POUR LE FUTUR

Paris, Palais des Congrès

14 & 15 Décembre 1999

2 jours pour construire demain:

- analyser les grandes mutations géopolitiques, économiques et sociologiques
 - anticiper les conséquences prévisibles pour les entreprises
 - visiter l'entreprise de demain grâce à l'exposition FUTURA



L'ASSOCIATION DU GROUPE HEC



RADIO CLASSIQUE

14 DECEMBRE – BATIR DES SCENARIOS POUR LE FUTUR

Une série d'intervenants se succèdent entrecoupés de films illustrant leur propos, de questions interactives avec la salle et d'interventions inédites en visioconférence. L'animateur de cette journée est Martin FOREST*.

NB : les intervenants ayant confirmé leur participation sont signalés par une astérique. Les autres sont encore simplement pressentis.

9H00 - INTRODUCTION PAR DIDIER PINEAU VALENCIENNE*

9h05 - FILM

Présentation des grandes ruptures du passé, des mouvements de bascule et des hommes qui sont à l'origine des grands changements.

9h15 – RUPTURES DU PASSE ET MUTATIONS EN COURS : LES SIGNES D'UNE NOUVELLE ÈRE ?

Alexandre ADLER*

- Assistons-nous à un changement de civilisation ?
- L'avènement d'une ère nouvelle : celle de la mondialisation et du savoir

9h45 – VERS UN NOUVEL ORDRE ECONOMIQUE MONDIAL ?

Table ronde avec Lester THUROW*, Pai PANANDIKER* et Jacques ATTALI*

Les évolutions possibles du paysage économique mondial à court et moyen terme

- Le devenir des économies émergentes
- Allons nous vers un ajustement du système financier mondial ?
- Les états peuvent-ils vraiment jouer un rôle dans la mondialisation ?
- Quel pourra être le nouveau rôle des Etats ?

11h00 – pause

11h30 - L'INTERNATIONALISATION DES ENTREPRISES EST-ELLE LA SEULE REPONSE FACE A LA MONDIALISATION ?

Lindsay OWEN-JONES, L'OREAL - Bertrand COLLOMB, LAFARGE

- Faut-il nécessairement développer une stratégie mondiale pour survivre ? Serez-vous mondial dans 10 ans ou rattaché à un groupe international ?
- Quelles sont les conséquences possibles des méga fusions ? Y a-t-il risque de monopoles planétaires ?
- La mondialisation : une chance pour les PME / PMI ?
- Hyper concurrence : logique de guerre ou de coopération ?

12h15 – déjeuner

14h15 – SUPREMATIE DE LA FINANCE : VERS DE NOUVELLES LOGIQUES DE CREATION DE VALEUR ?

Table ronde avec Maurice ALLAIS* (prix Nobel d'Economie 1988), et Jack WELCH, GE ou Larry BOSSIDY, ALLIED SIGNAL

- Les théories scientifiques à l'épreuve des faits
- Quels sont les risques de logiques purement financières ?
- Qui gouvernera les entreprises demain et à qui appartiendront-elles ?
- Vers un capitalisme sans capitaliste ?
- Vers de nouveaux systèmes de valorisation des entreprises

15h15 – DE L'ACCES A L'INFORMATION A LA GESTION DU SAVOIR

Table ronde avec Stan DAVIS*et Jeremy RIFKIN*

- Réussir le partage de l'information : le challenge du XXI^e siècle
- La capacité à créer du savoir, nouvel avantage concurrentiel pour les entreprises
- Comment le savoir se crée-t-il au sein de l'organisation ?
- Comment favoriser la création de savoir dans l'entreprise ?
- Faire du savoir le moteur de la créativité de vos organisations

16h30 – pause

17h00 - QUEL SERA L'IMPACT DES NTIC DANS LA REPARTITION DU POUVOIR ET L'ORGANISATION DE VOS ENTREPRISES ?

Table ronde avec Joël de ROSNAY* et Chris MEYER*

- Mutation technologique et questionnement social : réflexions sur les nouveaux contours du pouvoir
- Centralisation ou décentralisation de la prise de décision
- Formation des salariés et valorisation le travail, conditions nécessaires pour valoriser le capital
- L'émergence de valeurs fortes : transparence, partage, responsabilité ...

18h15 – QUEL PROFIL POUR L'ENTREPRISE DU XXI^{ème} SIECLE ?

Garry HAMEL, Percy BARNEWICK, ABB et Emmanuel d'ANDRE, 3 SUISSSES INTERNATIONAL*

- La gestion des compétences et des connaissances
- Des structures décloisonnées et des salariés responsabilisés
- Le nouveau rôle des managers
- L'entreprise comme institution sociale

19h00 – Visite de l'espace d'exposition

20h30 – DINER DEBAT : LES CONDITIONS D'UNE CROISSANCE DURABLE

Al GORE, Hilary CLINTON

15 DECEMBRE : ANTICIPER LES IMPACTS SUR L'ENTREPRISE

9h00 à 12h30 : 12 Conférences " à la carte " pour construire l'entreprise de demain

LE CLIENT Du nouveau consommateur ... aux nouvelles façons de vendre animateur : professeur HEC Rapporteur : expert APM	L'ACTIONNAIRE De nouvelles logiques de création de valeur ... aux tendances dans la gestion financière animateur : professeur HEC Rapporteur : expert APM	LES HOMMES De la globalisation de l'entreprise ... aux nouveaux enjeux des ressources humaines animateur : professeur HEC Rapporteur : expert APM
9h00 à 9h45 Profil et typologie du consommateur de demain <u>Henrik MATTSSON*</u>	9h00 à 9h45 Un atout stratégique : la discipline de la valeur	9h00 à 9h45 Comment développer des compétences multiculturelles ?
9h45 à 10h30 La nouvelle offre au XXIème siècle	9h45 à 10h30 Privilégier une logique industrielle ou boursière ?	9h45 à 10h30 Les outils pour gérer le patrimoine des connaissances : le knowledge management <u>Arthur Andersen Management</u>
Pause	Pause	Pause
11h00 à 11h45 Commerce électronique : l'interaction avec le consommateur au cœur du système	11h00 à 11h45 Vers quelle évolution de la structure des coûts ?	11h00 à 11h45 Etre prêt à se réinventer : Apprendre à innover, une compétence vitale
11h45 à 12h30 Vers des distributeurs à forte valeur ajoutée	11h45 à 12h30 Développer des alliances stratégiques pour croître	11h45 à 12h30 Les équipes de demain : comment développer et fidéliser vos hauts potentiels

12h30 - DEJEUNER ANNIVERSAIRE POUR CELEBRER LES 30 ANS DU MBA D'HEC

14h30 - SYNTHÈSE DES CONFÉRENCES DU MATIN

3 experts APM font une synthèse de 10 minutes des ateliers sur le client, les actionnaires et les hommes.

VISIONS POUR DEMAIN

15h00 – FILM : visite de « l'école du futur »

15h15 – QUELLE EDUCATION POUR LE XXIème SIECLE ?

- Redéfinir la mission fondamentale de l'école dans un univers qui s'est complexifié
 - L'évolution du système éducatif
 - Le principe de l'éducation tout au long de la vie
- Quelles incidences pour les entreprises ?

Table ronde animée par Ivan LEVAI avec :

- Michel BON (France TELECOM),
- Hubert Joly (EDS),
- Jürgen SCHREMPP,
- Heinrich v. PIERER,
- Percy BARNEVIK

Au banc des témoins :

- Albert Jacquart,
- René LENOIR (Ancien Directeur de l'ENA, Conseiller du Président de la République),
- Luc FERRY,
- Claude ALLEGRE

16h30 – pause

17h00 – FILM : la cité des intelligences

17h05 – LES MUTATIONS DANS LE MONDE DU TRAVAIL

Table ronde animée par un journaliste avec :

- Franck RIBOUD (DANONE),
- Nicole NOTAT (CFDT),
- Bernard THIBAULT (CGT),
- Brigitte de GASTINE (SVP)

Au banc des témoins :

- Roger SUE
- Christophe DEJOURS
- Denis ETTIGHOFER

18H30 – CONCLUSION PAR DIDIER PINEAU VALENCIENNE*

THE WHITE HOUSE
WASHINGTON

September 2, 1999

Demetrios Papademetriou and Meyer Burstein
Carnegie Endowment
1779 Massachusetts Ave., NW
Washington, DC 20036

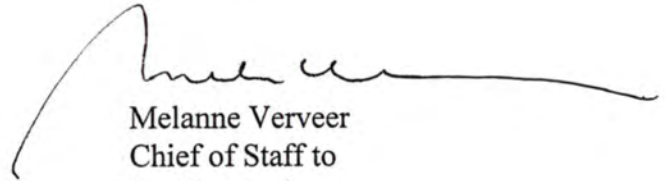
Dear Mr. Papademetriou and Mr. Burstein:

On behalf of the First Lady, thank you for the materials about the Metropolis Project and invitation for Mrs. Clinton to attend the Metropolis Conference, December 8-11.

Regrettably, Mrs. Clinton's schedule will not permit her to accept your kind invitation, as she is already committed to be elsewhere at that time. Developing strong, healthy communities in the US and abroad is very import to the First Lady. Please accept her appreciation for you and your colleague's vital work, along with her best wishes for a successful conference.

Thank you for your leadership and all you do.

Sincerely,

A handwritten signature in black ink, appearing to read 'Melanne Verveer', with a long, sweeping horizontal line extending to the right.

Melanne Verveer
Chief of Staff to
the First Lady



Leguel @

CARNEGIE ENDOWMENT
for International Peace

12 August 1999

First Lady Hillary Rodham Clinton
The White House
Washington, D.C.

Dear Mrs. Clinton:

We would like to invite you to be a keynote speaker at the **Fourth Annual International Metropolis Conference** to be held **December 8–11, 1999**, in **Washington, D.C.** The annual conference is the flagship event of the International Metropolis Project. The Metropolis Project is a cooperative, international research effort, led by the Carnegie Endowment for International Peace, the Canadian Ministry of Citizenship and Immigration, and the University of Amsterdam that brings together policymakers, academics, and non-governmental organizations to address the effects of international migration on urban centers.

More than 400 senior policy officials, leading academic researchers, and key political figures from over 20 countries are expected to attend this year's conference. We have received expressions of interest in the conference from numerous dignitaries, including the Honorable Eleanor Caplan, newly-appointed Minister of Citizenship and Immigration, Canada; Doris Meissner, Commissioner of the U.S. Immigration and Naturalization Service; the Honorable Livia Turco, Minister of Social Affairs, Italy; the Honorable Jose Leitão, High Commissioner for Immigration and Ethnic Minorities, Portugal; the Honorable Ulrica Messing, Minister of Integration, Sweden; the Honorable Anthony Williams, Mayor of the District of Columbia; the Honorable Rudolph Giuliani, Mayor of New York City; and the Honorable Gabriele Albertini, Mayor of Milan, among others. What unites these individuals is their commitment to building urban societies that are better prepared to realize the opportunities international migration offers while also managing as effectively as possible the tensions that result from it.

The three themes of this year's Metropolis conference are

- *Building Community: Civil Society and Citizenship*
- *Neighborhood Development: Housing and Labor Markets*
- *Governments and NGOs in Partnership.*

Several plenary sessions, each with a keynote address by a distinguished speaker, will address specific issues within these three broad themes. The conference will also include numerous workshops that will allow specialists to engage one another in more detailed conversations about immigration into urban communities.

We would like to invite you to make the opening address for the plenary session on **"Building Community in Multiethnic Cities,"** to be held on **Friday, December 10, 1999, at 8:30 a.m.** The focus of the session will be on building cohesive societies that encourage immigrants and their children to become full, active members of their communities and the societies into which they are entering. Considering your interests, we would hope that your address would present the conference with a vision of community and its attendant opportunities and challenges for public policy. A panel composed of government ministers from around the world will follow your keynote address with a discussion of some of the effective ways in which their societies are meeting these challenges. With your long-standing commitment to social equity and community-building, you are uniquely able to set the tone for this discussion.

If you would like more information on the conference or the Metropolis Project in general, please feel free to have someone from your office contact us. In the interim, we are enclosing a package of general information on the Metropolis Project. Additional information can be found on our web site, www.international.metropolis.net.

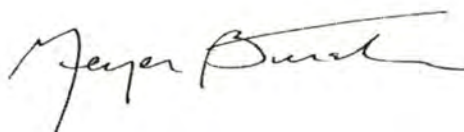
We sincerely hope that you will be able to join us at this year's Metropolis conference. The themes that Metropolis addresses are among the most critical issues facing our societies and our cities as we enter the new millennium. Coming to grips with the migration challenge is crucial; the costs of failing to manage diversity effectively are all too evident in the ethnic and racial divides that obstruct progress in so many societies. We hope that, as someone who has made a life-long commitment to bridging these social and economic divides, you will accept our invitation as an opportunity to share your observations with a wide and distinguished international audience.

We look forward to hearing from you.

Sincerely,



Demetrios G. Papademetriou
Senior Associate and Co-Director
International Migration Policy Program, and
Co-Chair, International Metropolis Project



Meyer Burstein
Citizenship & Immigration Canada
Co-Chair, International Metropolis Project

THE WHITE HOUSE
WASHINGTON

September 14, 1999

Frederica P. Perera, Dr. P.H.
Professor and Director
Columbia Center for Children's Environmental Health
60 Haven Avenue, B-1
New York, NY 10032-4206

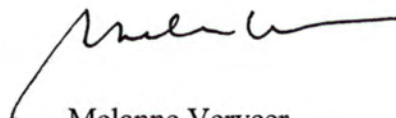
Dear Dr. Perera:

On behalf of the First Lady, thank you for your letter and invitation for Mrs. Clinton to keynote the conference on children's health and the inner city environment on October 29, 1999 at Columbia University.

Regrettably, Mrs. Clinton will be unable to attend as she is committed to be elsewhere on that date. Making sure children have the chance to grow up in a healthy, safe environment is so important. Please accept Mrs. Clinton's appreciation for the Center's vital work along with her best wishes for a successful conference.

You have the great satisfaction of knowing your work matters to so many.

Best wishes,

A handwritten signature in dark ink, appearing to read 'Melanne Verveer', with a long, sweeping horizontal line extending to the right.

Melanne Verveer
Chief of Staff to
the First Lady

September 14, 1999

Frederica P. Perera, Dr. P.H.
Professor and Director
Columbia Center for Children's Environmental Health
60 Haven Avenue, B-1
New York, NY 10032-4206

Dear Dr. Perera:

On behalf of the First Lady, thank you for your letter and invitation for Mrs. Clinton to keynote the conference on children's health and the inner city environment on October 29, 1999 at Columbia University.

Regrettably, Mrs. Clinton will be unable to attend as she is committed to be elsewhere on that date. Making sure children have the chance to grow up in a healthy, safe environment is so important. Please accept Mrs. Clinton's appreciation for the Center's vital work along with her best wishes for a successful conference.

You have the great satisfaction of knowing your work matters to so many. ~~Thank you for you and your colleagues' leadership and all you do.~~

Best wishes,

Melanne Verveer
Chief of Staff to
the First Lady

OK

July 30, 1999

Ms. Hillary Rodham Clinton
First Lady
c/o Melanne Verveer
Chief of Staff
Office of the First Lady, Room 100
Old Executive Office Building
1123 7th Street, NW
Washington D.C. 20001

Regel

Division of Environmental
Health Sciences
Program in Molecular Epidemiology

*Commitment
elsewhere*

Dear Ms. Clinton:

Because of your leadership role in children's health, I am writing to invite you to be a keynote speaker at our first annual conference on children's health and the inner city environment. The conference is scheduled to take place October 29th, 1999 from 9:00am to 3:00pm, at Columbia University in Northern Manhattan.

The Columbia Center for Children's Environmental Health (CCCEH) (jointly funded by NIEHS and EPA, in collaboration with CDC) was founded to prevent environmentally related disease in children. As you know, unborn and young children are especially sensitive to the effects of toxic chemicals; and residents of minority neighborhoods frequently have very high exposures to environmental pollutants. The communities of Northern Manhattan and the South Bronx have from among the highest childhood asthma rates in the nation. The risk of low birth weight and other developmental and neurological problems is also elevated; and there has been an increase in childhood cancer incidence nationwide. To address these problems, the Center is working in the communities of Harlem, Washington Heights and the South Bronx, both of which have primarily minority populations with a significant proportion of their residents falling below the poverty line, to implement community-based programs that address the issue of children's environmental health through research, education, prevention and outreach. The CCCEH is conducting research on a number of environmental exposures and their association with asthma, delayed growth, difficulties in learning, and cancer.

The CCCEH is committed to sharing its findings with the people living in Harlem, Washington Heights, the South Bronx and all concerned organizations. We are working with many community organizations, including the West Harlem Environmental Action Coalition, Inc., Alianza Dominicana, South Bronx Clean Air Coalition and the Community Association for Progressive Dominicans, to develop a number of health education programs and activities. A month ago the Center sponsored a health fair in Washington Heights in which representatives of

15 different health related organizations were present to give information and services to the 500 fairgoers who attended.

We are now in the process of organizing a conference through which researchers, scientists, policy makers and community members can come together to plan and discuss the environmental health needs of these communities. The goal of this conference is to have roundtable discussions on children's environmental health, involving scientists, community representatives, governmental and local NGO representatives.

The conference is scheduled for October 29th, from 9:00am to 3:00pm at Columbia University in New York City. We would be very honored if you could attend the conference as a keynote speaker. We are aware of your commitment to the health of inner city populations in the US, and we feel that this conference would be another great opportunity for you to express this commitment and to receive feedback from members of our communities. We believe that your participation in our conference would let the populations of the poor, minority, inner city communities of New York know that their environmental health problems are of national importance and that their concerns are being heard.

Again, we hope that you will be able to come and speak at our conference. We look forward to hearing from you.

Sincerely,



Frederica P. Perera, Dr.P.H.
Professor & Director
Columbia Center for Children's Environmental Health

CC: Nancy Folger

THE WHITE HOUSE
WASHINGTON

September 20, 1999

Douglas Picha
Executive Director
Children's Hospital Foundation
4800 Sand Point Way NE, PO Box 5371
Seattle, WA 98105-2153

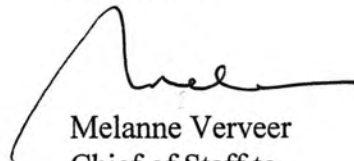
Dear Doug:

Thank you for your letter and the update about the Children's Circle of Care children's hospitals. We're pleased the effort is progressing.

Philanthropy, whether in service of children's hospitals or so many other good causes is so vital for our country. That's why we are holding the White House Philanthropy Conference to encourage and enhance greater giving beyond today. We are all looking forward to the conference on October 22.

All the best to you.

Sincerely,

A handwritten signature in black ink, appearing to read 'Melanne', with a long horizontal stroke extending to the right.

Melanne Verveer
Chief of Staff to
the First Lady

September 16, 1999

Douglas Picha
Executive Director
Children's Hospital Foundation
4800 Sand Point Way NE, PO Box 5371
Seattle, WA 98105-2153

Dear Doug:

Thank you for your letter and the ^{update} information about the Children's Circle of Care children's hospitals. ~~very glad~~

~~Encouraging philanthropy is vital for our country in so many ways. We are all looking forward to the conference on October 22. Please accept Mrs. Clinton's appreciation for Children's Hospital Foundation's important work to promote philanthropy, along with her best wishes to you and your colleagues.~~

*we're pleased
the effort is
progressing.*

All the best. *to you,*

Sincerely,

Melanne Verveer
Chief of Staff to
the First Lady

*whether in the service of
children's hospitals or ^{so many} other
good causes is so
That's why we are holding
the WH Philanthropy Conference to
encourage & enhance greater giving
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Children's

Hospital Foundation



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Douglas Picha
Executive Director

September 8, 1999

Melanne Verveer
Chief of Staff
Office of the First Lady
The White House
1600 Pennsylvania Avenue
Washington, DC 20500

Dear Melanne:

I was pleased to see the enclosed article in the Wall Street Journal two weeks ago. Holding a gathering on the issue of philanthropy by Mrs. Clinton is a worthy and powerful idea. Her willingness to address this topic will only serve to help the work of many, and thus the needs in our society. I applaud your efforts.

Recently our group of Children's Circle of Care children's hospitals received a \$50,000 grant from the Packard Foundation to address other ways we can successfully philanthropically collaborate. We're dealing with these issues as part of our strategic planning for the future. Thus, please do not hesitate if you feel I might be of assistance in this conference.

I hope and trust you are well.

Most sincerely yours,

Douglas T. Picha
Executive Director

Enclosures



Children's

Hospital Foundation

DOUGLAS T. PICHA

Douglas Picha currently serves as the Executive Director of the Children's Hospital Foundation, established in 1982. Concurrently, he serves as Executive Director of the Children's Hospital Guild Association, established in 1986, and as Vice President of the Children's Health Care System, the parent company of Children's Hospital. He was the founding Executive Director of both the Foundation and Guild Association.

Mr. Picha has overall responsibility for planning, managing and directing a comprehensive effort to attract volunteers and private financial support for the benefit of Children's Hospital. Total hospital private gifts in FY 1998-99 were over \$31 million. The Guild Association comprises over 486 guilds and 8,400 volunteer members, making it the largest hospital auxiliary in the country. This Foundation has qualified for membership amongst The Chronicle of Philanthropy's top 400 fund-raising organizations in the country since the inception of the listing in 1991.

Mr. Picha began his career at Children's Hospital in October 1980 as the Director of Community Relations. Prior to that he served for four years as the first Executive Director of the Variety Club of the Pacific Northwest. His first position in the not-for-profit sector was with the Epilepsy Foundation in Washington, DC, which began in 1975.

A graduate of Washington State University, Picha is active in the National Society of Fund Raising Executives (NSFRE), a current member and past president of the Northwest Development Officers Association (NDOA), and the Association for Healthcare Philanthropy (AHP). He is a member of the Seattle Rotary Club and is also on the Board of Governors of the Children's Miracle Network (CMN) which represents over 150 hospitals throughout North America generating gifts for children through an annual CMN Telethon.

In 1990 he was the co-founder of the Woodmark Forum where he currently remains a member. This group of senior development officers represents twenty large Children's Hospitals in North America. From this organization he initiated the development of a North American major gift club which was formed and became the Children's Circle of Care. This initiative, which he currently chairs, was launched in September 1995 with over 600 major donors attending the first annual Leadership Conference at the National Institutes of Health in Bethesda, Maryland. Currently it has a membership of 1551 couples or individuals who give over \$80 million to their respective Children's Circle of Care participating hospitals.

Mr. Picha was selected as the NDOA Development Officer of the Year for 1989. The foundation which he oversees was awarded the national "Excellence in Fund Raising Award" by NSFRE in March 1997. He is a Certified Fund Raising Executive (CFRE) and was on the original faculty teaching a course on Managing Non Profit Organizations through the Business Extension School at the University of Washington from 1987-1992.

He is married to Cassie Picha. They have four children: Teddy, Joey, Alexandra and Sam. The Pichas live on Bainbridge Island. There he serves as a member of the Bainbridge Island School District Board of Directors. He is also active in various youth activities and organizations.



August, 99