

FOIA MARKER

This is not a textual record. This is used as an administrative marker by the William J. Clinton Presidential Library Staff.

Collection/Record Group: Clinton Presidential Records

Subgroup/Office of Origin: Counsel Office

Series/Staff Member: Marvin Krislov

Subseries:

OA/ID Number: 6741

FolderID:

Folder Title:

Office of National Service - FOIA [Freedom of Information Act] Status [2]: [Memo to POTUS: 1,000 Points of Light & Mission #1 Yes to America 3/8/89]

Stack:

S

Row:

113

Section:

3

Shelf:

3

Position:

2

3/7/89
Noy

March 8, 1989

MEMORANDUM FOR THE PRESIDENT

THROUGH: STEVEN STUDDERT

FROM: GREGG PETERSMEYER

SUBJECT: THE THOUSAND POINTS OF LIGHT
and MISSION #1: YES TO AMERICA

Now we should move with a couple of bold strokes. If we do this in the early days of your Presidency, when the country feels that once-in-a-Presidency sense of freshness, national renewal and hope that your personal leadership will make a difference, we can begin to reform the way America envisions her future and the strategy and resources to make the future work.

In the process, if we bring outstanding people in as additional leaders of the effort, the metaphor of "a thousand points of light" will be made more powerful by their energy, credibility and confidence. Their commitment will help it take root and grow in the public domain, rather than allow it to atrophy and die.

Here are some of the ways that I believe we should now move forward:

1. We should not pull any punches. We should be clear philosophically and publicly on several points that put service to others in the right context:

- A. God-awful problems now exist in certain areas of American life.
- B. Many of the problems have simply overwhelmed the resources of government, which are critical but insufficient for the work that needs to be done in America.
- C. At the center of most domestic problems (e.g., drug abuse, teenage pregnancy, drop-outs, illiteracy, and homelessness) are good people who are totally disconnected from a healthy, close-knit, caring, strong and supportive community (including a family). At the heart of the problems, in fact, are disintegrated communities where individuals are left alone, alienated, disoriented, powerless, unloved, unhappy and without self-esteem.
- D. Little is left for the nation to do now except have its citizens with their own ^{new} resources become get heavily involved. These are no longer government problems just requiring Federal money. These are national problems

- Every sector of society has a serious responsibility
- what is happening now

requiring national as opposed to Federal resources. In particular, they call for a dramatic increase in the scale and effectiveness of the Americans people working on them outside of government. Young people must be a major part of this effort.

- E. You come at this national situation with deeply held conviction about how communities should work which you have clearly expressed in your own life, in your Inaugural Address and elsewhere. You have set out how you intend to lead the nation in this regard (Attachment A).
- F. Although this is a very long term national strategy, we must now begin to lead people and groups to actually re-weave and, if necessary, *(the)* invent new communities (which is being done in many places with wonderful success). If the nation succeeds at this, many other problems will take care of themselves.

rebuild v. reinvent

2. Bring together a group of very independent, serious, hard-driving, creative and respected individuals, many of whom are dealing with some of the most awful community problems in the country, and who have never come together for one effort. Ray Chambers and I have developed a recommended list (Attachment B).

3. Ask them to form a Working Group, under the direction of the Office of National Service, to make a recommendation to you within 45 days of the best way to establish a private-public foundation of which you would be the Chairman. The foundation's objective would be to focus national resources (with special emphasis on young people initially) on causing a new engagement in the lives of other people. The purpose of people's engagement in one another's lives is to actually re-weave the fabric of communities or invent new communities. Issues to be addressed by the Working Group and the perspective of the Office of National Service on the Yes to America initiative which should be considered are contained in Attachments C and D, respectively.

4. Shortly after the report of the Working Group, we recommend that you create the Yes to America Foundation by signing an Executive Order (a draft of an Executive Order is at Attachment E). This is how the Peace Corps was formed. It is a tactic that would allow us to somewhat leap-frog in public perception the national service initiatives on the Hill (various proposals are summarized at Attachment F). In any case, we want to begin working with the Hill to outline the philosophy of national service from your perspective and to line-up support.

5. We recommend that a central organizing theme of your first year in office be your personal mission to empower individuals and groups (with special focus initially on young people) to aggressively re-weave the fabric of their own communities. We would propose an integrated communication and legislative

build create

need to know

*the cabinet
and other*

strategy (a first draft of which is at Attachment G) that would engage the Bush family, young people, community groups, prominent citizens, members of the Executive Branch, Congress, state and local government officials, and others. Activities would run between now and January, 1990 with the most intense and highest level of activity running from September 1st through January.

ATTACHMENT A

THE PRESIDENT'S PERSPECTIVE

The President believes that a "new engagement in the lives of others" is now critical to America's future. More importantly, time and time again, the President has said that this is the only right way to behave or live. In St. Louis recently (2/17/89), he said it rather forcefully: "From now on in America, any definition of a successful life must include serving others -- in a child care center, the corporate boardroom, in the Rotary, or Little League, or a tutoring program, or a church or a synagogue."

On January 20th, 1989, service to others was a basic organizing theme and in many respects the moral center of gravity of the President's Inaugural Address to the nation:

Excerpts From the President's Inaugural Address:

Sold
My friends, we are not the sum of our possessions. They are not the measure of our lives. In our hearts we know what matters. We cannot hope only to leave our children a bigger car, a bigger bank account. We must hope to give them a sense of what it means to be a loyal friend, a loving parent, a citizen who leaves his home, his neighborhood and town better than he found it.

And what do we want the men and women who work with us to say when we are no longer there? That we were more driven to succeed than anyone around us? Or that we stopped to ask if a sick child had gotten better, and stayed a moment there to trade a word of friendship?

No president, no government, can teach us to remember what is best in what we are. But if the man you have chosen to lead this government can help make a difference; if he can celebrate the quieter, deeper successes that are not of gold and silk, but of better hearts and finer souls; if he can do these things, then he must.

America is never wholly herself unless she is engaged in high moral principle. We as a people have such a purpose today. It is to make kinder the face of the nation and gentler the face of the world.

My friends, we have work to do. There are the homeless, lost and roaming, there are the children who have nothing -- no love and no normalcy -- there are those who cannot free

Bush

themselves of enslavement to whatever addiction -- drugs, welfare, the demoralization that rules the slums. There is crime to be conquered, the rough crime of the streets. There are young women to be helped who are about to become mothers of children they can't care for and might not love. They need our care, our guidance, and our education, though we bless them for choosing life.

The old solution, the old way, was to think that public money alone could end these problems. But we have learned that that is not so. And in any case, our funds are low. We have a deficit to bring down. We have more will than wallet, but will is what we need.

We will make the hard choices, looking at what we have and perhaps allocating it differently, making our decisions based on honest need and prudent safety.

And then we will do the wisest thing of all -- we will turn to the only resource we have that in times of need always grows: the goodness and the courage of the American people.

And I am speaking of a new engagement in the lives of others -- a new activism, hands-on and involved, that gets the job done. We must bring in the generations, harnessing the unused talent of the elderly and the unfocused energy of the young. For not only leadership is passed from generation to generation, but so is stewardship. And the generation born after the Second World War has come of age.

I have spoken of a thousand points of light -- of all the community organizations that are spread like stars throughout the nation, doing good.

We will work hand in hand, encouraging, sometimes leading, sometimes being led, rewarding. We will work on this in the White House, in the Cabinet agencies. I will go to the people and the programs that are the brighter points of light, and I'll ask every member of my government to become involved.

The old ideas are new again because they are not old, they are timeless: duty, sacrifice, commitment, and a patriotism that finds its expression in taking part and pitching in.

George Bush
Date
Title

- Disabled
- Hispanic
- Youth High School & College
- Women

ATTACHMENT B

INITIAL WORKING GROUP (12 PEOPLE)

Felix Louren

Gregg Petersmeyer

Ray Chambers

Jim Rouse, Enterprise Foundation
(Housing for the poor)

(jr. League)

Millard Fuller, Habitat for Humanity
(housing for the poor)

Linda???
Jim Robinson, Chief Executive Officer,
American Express
(United Way, New York Partnership)

Governor Thomas H. Kean, New Jersey

Edward J. Bloustein
President, Rutgers University

Father Bruce Ritter, Covenant House

David Kearns, [↑] Chief Executive Officer
Xerox Corporation

George Hanney

? - [John Raynolds, Author of Beyond Success and
President of Outward Bound]

? - Ross Perot

Peter Flanigan, Dillon-Read *I have a dream*

Sybil Mobley, President, !!
School of Business & Industry
Florida A&M University

- [Robert Baldwin, Chairman *Morgan Stanley*
Cities in Schools]

? - ? Governor Robert Casey, Pennsylvania

➡ Governor Rudy Perpich, Minnesota

? - Robert Winters, Chairman
Prudential Insurance Company

Jeremiah Millbank
Chairman, Boys Clubs of America

Marva Collins

Cisneros

Loret Ruppe
Former Director of Peace Corps

Brian Rosborough, President
Earthwatch

Bill Milliken
Cities in Schools

Bud Sheble
California Conservation Corps

Bobby Heard
University of Texas

ATTACHMENT C

WORKING GROUP ISSUES

1. Legal Structure

- a. Private-public partnership incorporated through a non-profit corporation

2. Organizational Structure

- a. National Board of Directors
- b. National Board of Advisors
- c. National Office - Staffing
- d. State Boards of Advisors
- e. Regional, State and Local Offices

Would the local offices have separate boards of directors and advisors. (C)

3. Capitalization

- a. Initially from the private sector
- b. Ultimately from private and public sources
- c. How to make entity economically self-sufficient

4. Legislative Requirements

- a. Minimum community service time for employees
- b. Required community service for high school diploma
- c. Credit toward college degree for community service
- d. Requirement for Social Security and welfare recipients
- e. Issue of compensation

5. One-year and five-year plans for movement

- a. Financial
- b. Specific Objectives

6. Programs of Substance

- a. Youth tutoring and mentoring
- b. Housing for those without
- c. Converting non-productive human resources to productive

7. Data Base

- a. Identifying existing, qualified organizations and the need for volunteers

*Make so entity
want to do.*

- Structure
Committee*
- b. Identifying potential volunteers and organizations with which they desire to work
 - c. Guidelines of operation and behavior for both organizations and individuals
 - d. Training of organizations as well as people
How to set up certain types of successful
8. Marketing and Recommendations
- a. How is the program going to be marketed to produce the maximum results?
 - b. How to capitalize on the "magic" of the program?
 - c. How to recognize people and organizations for their service?
 - Awards
 - Celebrity supported social events and fund-raising events
 - Newsletter
 - Telethons and walkathons
 - T-shirts, sweatshirts, caps
 - d. Opportunity for volunteers and beneficiaries to own capital
9. How to fully integrate the volunteers, beneficiaries and each community?
10. Should the Foundation include all age groups, all economic levels, etc.
11. How to structure an effective multi-layered base of communication so that everybody participating feels that all of his suggestions are being heard.

Conclusion

The Committee will present a written report to the President within 45 days relating to its conclusions and recommendations.

The Committee will be guided by the Office of National Service on behalf of the President over the 45-day period. The Office will direct the work of the Foundation once established

ATTACHMENT D

OFFICE OF NATIONAL SERVICE
PERSPECTIVE ON YES TO AMERICA FOUNDATION

OBJECTIVES

The purpose of the foundation is to focus the country on the next generation and on constructive activities in which young people are engaged or should be engaged in solving problems in their own communities.

At the individual level, people need to gain and enjoy a measure of respect for helping other people. The President should use his office to give value to this whole notion of individuals being outer-directed. The President will recognize, honor, and encourage young people, adults and communities where service to others is noteworthy. More specific objectives include:

1. Increase scale and effectiveness of youth contribution
2. Make tangible progress on certain problems
3. Actually re-weave communities or invent new ones
4. Habituate service in the lives of young people

Involvement in the lives of

Scale and Effectiveness

The primary objective of Yes to America is to substantially increase the scale and effectiveness of young American's contribution to specific community problem-solving activities. Importantly, this requires a community environment in which every young person is viewed as having something of value to give to the community and a willingness on the part of the adults to seek and accept those gifts eagerly.

Tangible Progress

A second objective is to make tangible progress nationally among some of the most pressing domestic problems. This means we will focus some attention on encouraging young people to become engaged in community projects that may be small but have a proven track-record of successfully achieving measurable objectives (see section entitled "Inventing Communities").

Re-weaving Communities

A third objective is for Yes to America itself cause community leaders to try to work together in different ways than in the past for the good of the community. In large part, the fabric of many communities is disintegrating simply because adults who control various and critical resources within the community have not found compelling reasons to closely work together.

Habituating Behavior

A final objective is to cause young people to get into the habit of serving their communities. Many adults who today are among the most valued contributors to the work of their communities will tell you that it was at a young age that they learned the importance of service by serving.

THE CALL TO ACTION

The President will challenge all young people regardless of age to engage ^{in at least} two (2) hours per week in community service. Young people of junior high school age and older would be challenged to contribute time in the community actually doing work. Young people of elementary school age would be challenged to do classroom work for the benefit of the community (e.g., write letters or draw pictures for those in nursing homes) or perhaps on some occasions embark on useful trips within the community (e.g., visit the elderly citizens in retirement or nursing homes where they might use some cheering-up).

Assuming that the nation's approximately 40,000,000 young people were to accept the President's challenge to devote 2 hours per week to community service, it would be equivalent of adding 2,000,000 full-time workers to community service. This does not include, of course, the incremental community service being provided by new Mentors to the young community workers.

^{↑ 1st meeting}
The call to action needs to come from many quarters in order for it to be effectively heard. The President must lead the effort. But other members of the Administration and leaders within Congress, as well as government leaders at the state and local level would be included. A wide variety of other leaders from various parts of society (e.g., entertainers, sports figures, corporate leaders, educators, etc.) would be expected to call the various participants to action.

COMPENSATION

The indisputable fact is that the principal compensation for community service is the personal satisfaction of helping other people cope with their important problems. In fact, the foundation believes that the greatest needs of those who should want to be engaged in community service are to be led, directed, challenged and satisfied, not paid.

Having said this, the foundation will not in any way discourage individuals engaged in community service programs that provide compensation. Indeed, every effort will be made to find ways of [?] "tilting" or directing youth funds currently allocated by government at various levels toward service compensation for community service activities.

While the foundation itself will not utilize its own resources to financially compensate individuals for community service, it will seek to establish a wide variety of other forms of "compensation." Institutions that will be expected to "compensate" participants will be:

1. Schools and Universities
2. Youth Groups
3. Corporations
4. Government and Non-Profit Groups

Schools and Universities

The compensation will be promotion. Elementary, junior and senior high school, and college and university students would be required to dedicate between 60 and 100 hours per year (including summer work) in order to be promoted to the next grade. High school, college and university students would also be given credit toward their degrees for community service within prescribed programs determined by the institutions themselves.

Youth Groups

The compensation will be recognition and promotion (where applicable). In Boys and Girls Clubs, YMCA, etc., award programs will be instituted by each organization for community service. Where the youth group has a program that involves promotion through various ranks, the young person would be required to dedicate between 60 and 100 hours per year effectively (including summer work) in order to be promoted. Obviously, work done in connection with a school community service objective would count in this regard. The purpose of this objective within youth groups independent of the schools is to attempt to pick-up young people who may not be enrolled in school.

Corporations

Corporations and other businesses will compensate employees with awards and, perhaps more importantly, inclusion of community service involvement on their formal promotion evaluation reports. Individual businesses could mandate that each employee volunteer two hours per week as a Mentor in the Youth Challenge. Perhaps half of the time would be on the company and half during the employee's free time. Recognition incentive awards would be offered to and by the employers.

Government and Non-Profit Groups

Government entities, including the military forces, as well as the non-profit groups would have similar compensation requirements in terms of awards and incentives for promotion for their own participants serving as Mentors. Perhaps engagement in community service as Mentors will be mandated to extend to

include recipients of social security, unemployment and other entitlement benefits as well.

ELIGIBILITY

1. All young people
2. Schools, youth groups and churches
3. Potential mentors from every institution
4. Community-based service organizations

All Young People

All young people will be equally welcome and strongly encouraged to engage in the Youth Challenge. This means students, drop-outs, minorities, disabled and delinquent. Special emphasis will be on students of high school and junior high school age. But young people from first grade through graduate school will be asked to engage themselves in the process.

Schools, Youth Groups and Churches

All schools and other major collecting points for young people (e.g., Boys Clubs, YMCA and other youth group locations) will be invited to be a central role in the Youth Challenge. For those of junior and senior high school ages, these locations will be the basic sourcing points for Mentors to become engaged with young people and to determine jointly the most appropriate community service opportunity. For those of younger ages, it will be the point of origin for community service ideas and project implementation. (For additional information about the role of schools, see section entitled "Points of Access").

Mentors From Everywhere

Young people will asked to be or in other ways be linked to either their older peers, their parents or in most cases other adults from a wide assortment of community institutions. Mentors who will provide "permanent" guidance and involvement will be actively sought from every segment of the community, including:

- Students and Youth Groups
- Parents and Parent Groups
- Corporations/Business Groups
- Teachers/Educational Groups
- Religious Institutions
- Professional Groups (e.g., Lawyers, Athletes)
- Communication/Media Groups
- Government Entities
- Military Service Groups
- Social/Civic/Not-for-Profit Groups
- Senior Citizen Groups
- Citizen/Community Groups

Just as young people of all backgrounds and circumstances will be equally welcome and encouraged to participate simply because each has something to give to their community, all adults of every background and circumstances will be treated the same way. This means that even those who have significant problems will be asked to lead. For example, existing welfare legislation, which already provides for volunteer service by its beneficiaries, would be expanded to include serving as a "mentor" to a young person engaged in community service.

Community Service Organizations

Community-based service organizations that satisfy certain criteria that the foundation regards as key factors for success in program design and implementation. These will involve adequate training capabilities within the organization, the ability to integrate volunteers into the organization and treat volunteers as employees in terms of responsibilities and accountability. We must be careful that young people, as a result of the President's initiative, do not wind up exerting efforts and providing service to entities which are shams.

POINTS OF ACCESS

1. Schools and Youth Groups
2. Community View of Youth
3. Information and Sanctions

Schools and Youth Groups

For youth service to take hold, places where young people naturally congregate need to be one of the center-pieces of the effort. The schools and formal youth groups at all levels need to do two things. First, the schools and youth groups need to weave the notion and logic of community service into their curriculum and philosophy of learning. We would expect to contribute for this purpose Community Service Teaching Supplements for various academic levels. Second, they need to help find ways to actively engage young people in community service projects.

Community View of Youth

It is important that a community's young people be enthusiastically invited to contribute to the work of the community. This means that community service groups must be prepared to accept into meaningful roles the new, young workers. In order to make the community service undertaking satisfying to the volunteer, there should be some guidelines issued to the community service organizations suggesting what type of work the volunteers could do, how many hours per week, how they should be

trained and supervised and how the effort can be made as interesting and potentially rewarding as possible.

Other Information and Sanctions

The foundation will develop a data bank which will refer interested mentors and young people to qualified organizations in their local geographic area. A screening process will exist to verify the authenticity of each organization. We believe that with presently available data and certain existing screening organizations, data of this nature could be assembled in short order.

We would also propose to have a guide book for potential volunteers suggesting mode of behavior, what to expect, how to avoid certain problems, how to get the most out of volunteer service and other "do's" and "don'ts." This guide book be incorporated into one of the Community Service Teaching Supplements for schools as well as be available outside of the schools.

MENTORS, PEER GROUPS AND INDIVIDUAL YOUTH

One of the basic objectives of the Yes to America Foundation is to significantly enlarge the contribution that young Americans make to the work of existing community-based service organizations. In the end, many of the new participants, both mentors and young workers, will engage themselves in community work through these existing organizations.

But the supply of mentors and young people will be too great for the existing organizations to absorb alone. Moreover, some young people, like elementary school students, will need to improvise their community engagement under the direction of their teachers. And countless other mentors and young will want to find their own special ways to give service to their communities. All of this will be equally welcomed.

INNOVATIVE PROGRAMS AND TANGIBLE RESULTS

The foundation will also focus on several exciting and innovative national programs with which the young people can identify and that set them apart from anything that has been done before. The objective will be to dramatically improve the quality of life in America. The areas of concentration will be the education of our urban children in a way that helps solve the drug problem and housing for those without. With some programs we can begin high on the learning curve to execute these programs with complete national support.

1. Education and Drugs
2. Housing for Those Without Homes

Education and Drugs

It is clear that with the United States education system lagging behind other countries, one of our greatest needs is to improve the quality of education, particularly among the less economically fortunate. Better education will mean a more effective labor force, which in turn will cause the United States to be more productive. This process will reduce the number of people dependent upon government support and, at the same time, increase national revenues as a result of the enhancement of productivity.

With the President's focus on education and Mrs. Bush's commitment to literacy, we should create and mobilize a volunteer service force dedicated to enhancing the education of the disadvantaged. Through mentoring and tutoring by volunteers of all ages, it is clear that inner city and other unfortunate students would significantly improve their academic performance.

The ultimate goal would be to achieve a "one on one" volunteer to student relationship. So many of our inner city minority youth fail because there is no one to express caring or concern about their schooling results. That mentor or "big brother" or "big sister" would have a dramatic impact on the values and ethics of each youth. Undoubtedly a significant by-product of this relationship would be a major contribution to solving the drug problem.

Housing for Those Without

It is clear that the ownership of housing is the dream of all Americans and the opportunity for shelter the right of all of our citizens.

If we could organize a volunteer force around Jim Rouse's Enterprise Foundation and Millard Fuller's Habitat for Humanity, we would no doubt have the most effective group dedicated to solving the problem of housing for the poor. With Enterprise's technical expertise and Habitat's ability to attract and organize volunteers, we would begin with a strong nucleus.

For volunteers of different ages, helping with the acquisition of property, the financing for development and the actual construction on a community and neighborhood level can be a very satisfying form of community service. This initiative would be coordinated with the Department of Housing and Urban Development.

ACCOUNTABILITY FOR SUCCESS

1. Young People
2. Mentors and Peer Groups
3. Service Organizations

Three groups share responsibility for the success of the Youth Challenge. Young people have to accept the challenge and seriously commit themselves to the 2 hours per week objective. The mentors must shoulder the responsibility for ensuring that the willing young people find a suitable outlet for his or her commitment even if that requires more than one attempt. Finally, the community service organizations have a responsibility to respond aggressively to the President's challenge by finding ways to make their organizations eager partners of young people in this effort to significantly increase the scale and effectiveness of their contribution to community service.

FOUNDATION STRUCTURE AND ORGANIZATION

1. Capitalization
2. Organizational structure
3. Planning
4. Pilot program

Capitalization

The foundation will be capitalized with \$50 million for the first year beginning July 1, 1989 and ending June 30, 1990. The source of the funds will be \$25 million coming from the private sector and \$25 million from the Federal Government.

To facilitate the most rapid program, an interim budget for the foundation between now and June 30, 1989 could be financed with private sector funds. With the initial contributions coming from individuals and/or corporations, the Congress should regard this positively. Normally initiative need the government's money first.

Organization

The President will be Chairman of the Foundation and Chairman of the Board of Trustees. The Deputy Assistant to the President for National Service will be Deputy Chairman. The foundation's Board of Directors will have an Executive Committee of Co-Chairmen for the Private Sector, Youth, Education, Churches, Service Groups and Government. The foundation will have a President and an Executive Director.

National Board of Directors

The Board of Directors will be the board of authority. The personalities and chemistry of the group an exciting one when it meets. The board should have other attributes, e.g.

- Shirt-sleeve, working board
- Lots of new faces
- Young, under fifty primarily (e.g. Bill Gates)
- Fired-up about changing things
- Builders, not planners (e.g. Jim Rouse)
- Leaders, not managers (e.g. Bill Clinton)

The board should changed frequently enough to have it remain energetic (e.g. perhaps a two year term) There should be continuity also (e.g. at retirement, a board member makes 3 successor recommendations). Each board member would receive a Presidential certificate at retirement.

The board will have a number of responsibilities, e.g.

- Set the path for the organization
- Select the Chairman of the State Boards
- Determine what kinds of people should be on the State Boards
- Establish measurable goals for the State Boards
- Determine the budgets
- Provide matching funds for the State Boards
- Provide states with seed money to raise award funds locally

National Advisory Board

The President will appoint a National Advisory Board. The foundation's community, state and regional leaders should comprise the National Board of Advisors. The Board of Advisors role should be one of suggesting and counseling to the executive staff and the Board of Trustees but not have authority. Encouraging advice and ideas, as well as criticism from every local volunteer makes the Board of Advisors position crucial to effective and reciprocal communication with the millions of volunteers. This bilateral communication may well be one of the keys to the success of the foundation.

The Board will consist of leaders from the various sectors whose commitment is critical to the engagement of large parts of American society in this effort.

- Business and Professional Leaders
- Educational Leaders
- Religious Leaders

- Labor Leaders
- Government Leaders
- Youth Leaders
- Service Group and Not-for-Profit leaders

National State Advisory Boards

Each state will have a National State Advisory Board. Part of the agenda of their meetings will be set by the National Board. Membership can be between 7 and 17 members. Members are to be selected by the individual Chairmen of the State Board. The State Chairmen are to be selected by the National Board. The National Executive Committee will submit to the Board two choices and one recommendation and the full Board will select.

Meetings

- Annual Meeting: 1 to include National and State Boards
(will include some award presentations)
- National Board: 4 meetings including annual meeting
(at White House and in country)
- National Advisory Board: 2 meetings including annual meeting
- State Boards: 4 meetings including annual meeting

National Office Staff

- President of foundation
- Executive Director
- Training Director and Staff
- Advertising Director and Staff
- Promotional Director and Staff
- Information Director and Staff
- Budget Director and Staff
- Management Information System

Planning

The foundation will immediately develop a one-year plan and a five-year plan that would incorporate not only financial data but also specific objectives with respect to employment of volunteers, programs initiated and beneficiaries helped.