The Salvation Army, National Capital and Virginia Division

MEMORANDUM OF UNDERSTANDING

This Memorandum of Understanding (MOU) is made effective as of this 29th day of Sept., 2004 by and between **The Salvation Army, National Capital and Virginia Division (SA)** a nonprofit organization with offices at 2626 Pennsylvania Avenue NW, Washington DC 20037, and **Community Equity Empowerment Partnership (CEEP),** a nonprofit organization with offices at 650 Pennsylvania Avenue SE, Suite C-110, Washington, DC 20003.

The parties to this MOU express their desire to work together to establish a "model servant-leadership/employment training program" to benefit the East of the River/Anacostia community in the Salvation Army Corps Center (the Center). The Center is located in the 2300 block of Martin Luther King Jr. Avenue, SE, Washington, DC 20020.

SA and CEEP intend to enter into a Lease and Services Agreement for space to operate the program when the Center opens in late 2006.

The purpose of this MOU is to outline the mutual understandings between SA and CEEP that will guide their joint efforts during the planning and program design period while the Center is being built and until such time as the Lease and Services Agreement is finalized.

SA and CEEP agree as follows:

1. It is the intent of SA to complete the design and construction of the Center, and place the building into service by the end of 2006. During this period SA and CEEP will work cooperatively on the physical and program design aspects of the Center and share information as appropriate to facilitate implementation of a successful program.

2. It is the intent of SA to conduct good faith negotiations with CEEP to make space available to CEEP on the fourth floor of the Center for classes and activities supporting employment/workforce development training and related educational, social and spiritual development. It is understood that these programs will have a special focus on serving youth and young adult residents of East of the River neighborhoods in a manner that is fully consistent with the core values of SA. It is further understood that SA may choose to involve other organizations in the provision of these services and CEEP may request SA approval to involve other organizations, which approval will not be unreasonably withheld.

3. SA also desires that the Center's first floor be primarily dedicated to retail businesses that serve the needs of the local community while, at the same time, providing workforce or "on-the-job training" opportunities for persons enrolled in the program operating on the fourth floor.

4. Other planned purposes of the Center include the administrative, social service and church components of SA, a licensed child care program, after school care, a full-service wellness center and other compatible services as they are determined by SA with advice from CEEP, other partners and the community. SA and CEEP agree to seek every means of assuring that all of the uses and partners of the Center are thoughtfully connected so that each is respected and honored as a partner in ministry.

5. During the term of this MOU, SA and CEEP, to the extent of each party's contractual and lawful right to do so, shall exchange such information as is reasonably required for each to perform its obligations hereunder. SA and CEEP each agree to keep in confidence all information received from the other which is designated in writing to be of a proprietary nature and to use such information only in connection with their obligations under this MOU.

6. Neither party shall knowingly solicit, recruit, hire or otherwise employ or retain the employees of the other party without the other party's written consent during the term of this MOU.

7. Each of the parties intends to adhere fully to the terms set forth in this MOU, and each of the parties

ZONING COMMISSION
District of Columbia
CASE NO.04-35
EXHIBIT NO.16B

acknowledges that the other has and will expend considerable time, effort and resources in order to achieve the goals set forth above. The parties, by entering into this MOU, agree to work together in a spirit of cooperation and patience in their joint efforts to design and implement a program that will benefit many individuals and families in the East of the River community.

8. The parties to this MOU understand that unforeseen circumstances, conditions beyond each party's control and/or irreconcilable differences may arise which make a continued relationship not feasible, or not desirable. In that event, either party may terminate this MOU without penalties or liability to the other party by providing 30 days written notice to the other party of its intent to terminate.

9. This MOU is meant to establish a good faith agreement of the parties to carry out the program and activities contemplated by this MOU to the best of their ability and available resources without creating or forming the basis for legal action or liability of any nature between the parties.

10. The parties to this MOU may propose amendments modifying the MOU at any time. Before an amendment will become effective, the other party must agree in writing.

11. All notices, acknowledgements, requests, reports and other communications under this MOU shall be addressed as follows to the following representatives:

Major Todd Smith
General Secretary
The Salvation Army
National Capital and Virginia Division (TSA)
2626 Pennsylvania Avenue, N.W.
Washington, D.C. 20036

Corey Griffin
Board Chairman
Community Equity Empowerment Partnership (CEEP)
650 Pennsylvania Avenue, S.E.
Washington, D.C. 20003

By the signing of this MOU, the parties, through their duly authorized representatives, hereby agree to the goals, principles, terms and conditions set forth above.

For The Salvation Army:

Major Todd Smith, General Secretary

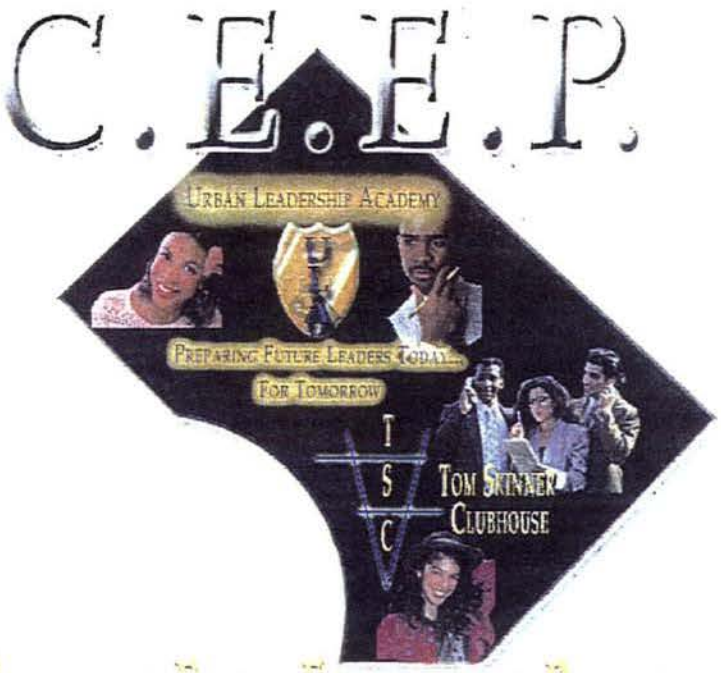
9/29/04
Date

Corey Griffin, Board Chairman

9-25-2004
Date

For Community Equity Empowerment Partnership:

Community Equity Empowerment Partnership



COMMUNITY EQUITY EMPOWERMENT PARTNERSHIP

"Empowering Communities One Person at a Time"

PURPOSE & VISION

The Community Equity Empowerment Partnership (C.E.E.P.) is a Washington, DC-based non-profit organization fulfilling its mission of "empowering communities one person at a time". Founded in 1994, C.E.E.P. has served and empowered over 1000 urban youth by providing a comprehensive series of programs combining leadership development training, character based education and economic employment opportunities. C.E.E.P.'s Kevin Williams (President and Founder) and Dr. Barbara Williams Skinner (Chair/ Co-Founder) continue the 30-year legacy of the late Tom Skinner. C.E.E.P. is dedicated to equipping a new generation of urban youth to become, in the words of Tom Skinner, "both technically excellent and morally mature".

C.E.E.P. is facilitating a new community culture, creating stronger families comprised of young men and women who aspire to better educational and economic opportunities with more responsible lifestyle choices. This vision is realized through three educational /occupational environments: The CEEP Urban Leadership Academy (ULA), which serves the in-school population and the CEEP Learning Center, which serves out of school youth. The integration of educational and occupational training in Computer Technology, Broadcast Media, Culinary Arts, Barbering/Cosmetology and Audio Engineering, combined with C.E.E.P.'s Business Family Institute curriculum provide the core values needed for professional development. This training is conducted by experienced professionals, case managers and job developers; along with educators committed to imparting both their expertise in their respective fields which builds a framework for self-development.

C.E.E.P.'s Urban Leadership Academy (ULA) has designed a curriculum that addresses character and leadership development, as well as technical/ occupational skills training. ULA is an in-school model developed in partnership with local high schools for urban youth ages 14 to 21. The ULA has successfully served over 1000 students with over 88% completing one of the ULA programs. The CEEP Learning Center has trained over 800 after school and out of school youth with over 76 % completing one of the out of school programs.

Communities are as strong and viable as its individual member of C.E.E.P is dedicated to uplifting the disadvantaged urban neighborhoods through an investment in its greatest future asset, its youth. C.E.E.P. recognizes and develops potential. It encourages achievement, and it nurtures the evolution of stable and viable urban communities, "one person at a time."

Urban Leadership Academy

C.E.E.P.'s in-School Program – Urban Leadership Academy C.E.E.P.'s Urban Leadership Academy (ULA) has designed a curriculum that addresses character, leadership development, and academic achievement. ULA is an in-school model operated in partnership with local high schools for youth ages 14 to 21.Over 98% of the enrollees complete one of the ULA programs. Additionally, the ULA has annually placed a significant percentage of graduates into related employment opportunities, military assignments, and college or advanced education programs. The ULA has served over 1000 students since its inception. Its ever-expanding educational focus includes:

Career Orientation

The Career Orientation course is a key component and baseline program that includes the exploration of a broad variety of occupations, study of the metropolitan area employment salary research; job application and interview process; and strategies for successful employment. Career-oriented field trips, guest speakers, college and career fairs, and job shadowing experiences are incorporated into the course curriculum to enhance classroom activities. The Career Orientation program is a 9-week course providing students with credits towards graduation upon completion.

Broadcast Media & Film

Recognizing the effects and influence that television, music and film have on youth, C.E.E.P. developed Broadcasting Excellent Student Television (B.E.S.T.) Productions, a special broadcast media and film education program. B.E.S.T. Productions is an intensive training program focused on teaching students how to effectively prepare for jobs with television, radio and print media through media literacy and production. With over 100 students enrolled per year, the Best Productions program is a popular ULA career track. The program takes students through an intensive 18-week boot camp covering over 140 hours of training. The program covers an introduction to music, film and video production.

Computer Technology

Through a strategic alliance with Microsoft Corporation, the ULA Computer Technology Training program assists young people in their efforts to become both producers and consumers of technology. It includes a customized Microsoft Office User Specialist Training MOUS course and a Web Page Design course. The MOUS course is an 9-week pre-certification training program designed to prepare students to use Microsoft Word, Excel and PowerPoint software as well design web pages through teaching the fundamentals of HTML as well as the more sophisticated applications for creating and publishing web pages.

C.E.E.P LEARNING CENTER

C.E.E.P.'s Out-of-School Program – C.E.E.P.'s Learning Center (CLC) was designed as an outreach effort to unchallenged out-of-school urban youth ages 14 to 24. Continuing the legacy of the late Tom Skinner, the Learning Center concept is focused on providing urban youth an environment of support and safety to develop as morally mature, technically excellent individuals. Through the CLC, this population of youth is empowered to maximize access to various social, educational and employment options and opportunities that may otherwise not be available or accessible. The CLC is successfully serving over 100 participating youth annually, providing career orientations in:

Culinary Arts

C.E.E.P. provides inner-city youth with knowledge, training and career opportunities, preparing them to qualify for entry-level positions and the opportunity to pursue careers through the Culinary Arts Program (CCAPS). This comprehensive course offers 24 hours of training over 8 weeks. The curriculum includes topics ranging from an introduction to the Food Services industry, sanitization policy and practices, culinary arts preparation skills to preparing resumes, completing job applications, conducting interviews and job placement strategies. The Culinary Arts training combines practical culinary arts education, leadership development skills and apprenticeship, career opportunities in the culinary industry that equip urban youth to succeed in the market place and in life. Through community outreach, C.E.E.P. anticipates annual enrollment of approximately 50 young adults each year.

Barbering/Cosmetology

With hundreds of barbering and cosmetology business in the Washington DC metro region, C.E.E.P. recognized the opportunity and interest of urban youth to participate in the Barbering/Cosmetology industry and developed a comprehensive transition program. The Barbering/Cosmetology program goals are to prepare students to aid professional hair stylists as assistants and embark upon a career as a Barber/Cosmetologist. The program is a 32-hour course over 8 weeks orienting students to the practical application and theory ranging from professional ethics, customer service, equipment use and sterilization, hair cuttery and care, employment preparation as well as the many career opportunities available to licensed barber/cosmetologists and salon/barber shop owners. Each student that successfully completes the course, receives a certificate of achievement, is assisted in obtaining scholarships to attend barbering/cosmetology school to complete the requisite 1500 hours for licensing and introduced to intern opportunities at local beauty & barber shops.

Music Recording and Audio Engineering

Due to the influence of music and media industry on youth, C.E.E.P. recognized the opportunity to expose and develop career opportunities for urban youth in music recording and audio engineering. The Music Recording and Audio Engineering Program provides students with an intense, comprehensive, and well-rounded education in fundamental areas of audio production. The program is a 32-hour course over 8 weeks covering the technical understanding of analog recording, digital recording, computerized music, sound for video and multimedia, the professional career roles of audio engineers and the topics of audio engineers and the topics of studio maintenance and management.

CEEP HIGHLIG. ;TS

2003

Over the past 12 months, the Community Equity Empowerment Partnership (CEEP) has provided youth (ages 14-21) educational enhancement and pre-employment training, which has produced a 75% average participation performance rating compared to a city-wide participation rating of 65%, as indicated by the DC Department of Employment Services. The following are just a few highlights of 2003 that have attributed to the success of the CEEP program.

- Verizon acknowledged in a press conference on April 23, 2003 its strategic alliance with CEEP and provided $75,000 in support. Verizon agreed to be an ongoing sponsor of the Urban Leadership Academy at Ballou SHS.

- CEEP's Urban Leadership Academy will provide Career Orientations (Character Education) and Computer Technology Training to approximately 500 Ballou SHS students during the 2003-2004 school year.

- To date, the after school program has included occupational skills training in Culinary Arts, Barbering/Cosmetology, and Broadcast Media for approximately 50 youth. Audio Engineering training will begin in January 2004. The Culinary Arts/ Food Service program has placed 10 youth in jobs, while providing meals for over 400 youth.

- During the summer of 2003, we successfully coordinated and managed the placement of over 140 youth through the Passport-to-Work Summer Employment Program. One of our students who received Culinary Arts training was offered employment at the Four Seasons Hotel and four (4) youth were placed with Verizon. We have recently partnered with CVS/pharmacy to provide approximately 45 internship and apprenticeship opportunities. In addition, there have been 27 job placements, 11 of which are with UPS. The retention rate for placements is 89%.

2004

- On January 17, 2004, the CEEP Board will acknowledge Mr. Corey Griffin, Vice-Chair in his new role with CEEP's Board of Directors.

- CEEP's *"Investing in Our Future Celebration"* will be held at the AFI Silver Theatre and Cultural Center, located on 8633 Colesville Road, Silver Spring, Maryland, on February 19, 2004, from 6:00p.m. – 9:00p.m. We could not think of a better time than African American History Month to honor those individuals who have invested in our future leaders. CEEP Equity Awards will be presented to Dr. Dorothy I. Height of the National Council of Negro Women for Lifetime Achievements, Mr. Corey Griffin of Microsoft Corporation, for Excellence in Business and Fannie Mae's own, Stacey Davis Stewart, for Excellence in Community. Awards will also be presented to three of our young leaders from the CEEP Urban Leadership Academy program.

- **In July 2004 we will debut the CEEP Clubhouse dedicated to the late Tom Skinner.**

CEEP's Re-Focus Program
Comprehensive Care & Intensive Youth Training
(C-CIYT)

Purpose and Vision:

CEEP's Comprehensive Care and Intensive Youth Training (C-CIYT) Re-Focus Program will provide adjudicated youth with Psychological Assessment, Anger Management/Conflict Resolution, Lifestyle Involvement, MAC (mind-altering chemical)-free Group curriculum, ISS (Individual Service Strategy), and Personal / Spiritual Development. The Re-Focus Program will also provide life skills, Prevention, Intervention and Educational services. These services will prepare youth for higher education, vocational and occupational training, as well as full-time employment.

Goals:

The CEEP Re-focus Program objective is to improve the behavior and attitude of our young leaders through life skills and substance abuse education. In addition, our young leaders will participate in the required educational services that will provide GED/ABE , CASA and Job Readiness Training that will prepare our youth to be effective with obtaining and maintaining employment.

Objectives and Outcomes:

The CEEP Re-Focus Program is designed for Juvenile offenders and ex-offenders. The course allows the offenders and ex-offender to examine various behaviors, which result in making negative decisions. Juvenile offenders and ex-offenders are introduced to anger management/conflict resolution, lifestyle involvement, and mind-altering chemical (MAC) group sessions. These sessions will allow the offenders ex-offenders to develop positive life skills for future life experience.

It is important that the ex-offender learn how to function in the working world. Through these sessions, ex-offenders are given the choice to modify behaviors, which will lead to positive results. The changes in some of these behaviors will develop positive work habits, professional ethics, customer relations, as well as, professional and personal growth.

CCIYT Re-Focus Meeting Time and Location:

Currently, CCIYT meets at the CEEP main office located at 650 Pennsylvania SE, Washington, DC 2003

- Each participant will receive the following disciplines twice per week over a 13 week period: Each session is two hours in length. Mondays and Wednesdays. (5:30 pm to 7:30 pm)

THE WASHINGTON Informer

• Celebrating 40 Years of Service •

Serving More Than 50,000 African-American Readers Throughout The Metropolitan Area / Vol. 40 No. 19 • February 26-March 3, 2004

CEEP Holds Equity Awards to Honor Community Leaders, Students

By Felicia Walker
WI Staff Writer

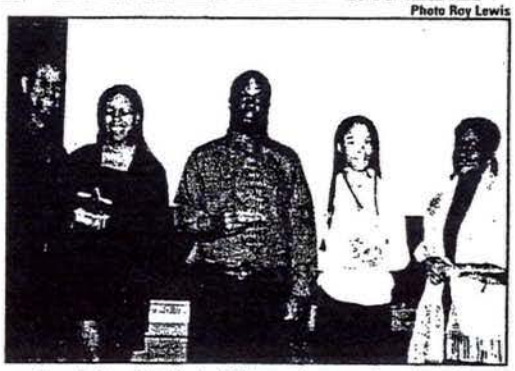
With the recent loss of a life at Ballou Senior High School, members of the D.C. community, Ballou HS students, teachers, and various supporters of the Community Equity Empowerment Partnership (C.E.E.P.) came together last Thursday to honor distinguished leaders during CEEP's 10th Anniversary celebration at AFI Silver Theatre and Cultural Center in Silver Spring.

Kevin Williams, president and founder of CEEP, said the mission of the organization is to prepare a new generation of young people to become both technically excellent and morally mature through educational programs.

"Our role as community leaders is to recapture the early days of the strug-

Please see CEEP on Page 7

Photo Roy Lewis



▲ *From left to right: Kevin Williams, Shareece Crawford, Ricardo Moore, Tamara Brown, and Dr. Barbara Williams-Skinner share in the glory of diligence.*

CEEP continued from Cover

gle and figure out how we can make a difference," Williams said.

The Washington D.C. based non-profit organization commemorated its anniversary with a special tribute to those who have invested in future leaders and area youth from the CEEP Urban Leadership Academy Program. The Equity Awards are given to individuals, community and corporate support of CEEP

The evening's honorees included Dr. Dorothy I. Height, President Emeritus and chair of the National Council of Negro Women, Stacey Stewart, president of the Fannie Mae Foundation, Marie Johns, former president of Verizon Washington D.C., and Corey Griffin, manager of Microsoft Corporation. Griffin also officially acknowledged his acceptance as CEEP's newest chair of the Board of Directors.

Of the honorees, Johns and Height were unable to attend the event. Both provided representatives to accept the awards on their behalf. Height conveyed her gratitude through a videotaped acceptance speech, which aired on one of AFI's theater screens for audiences to view. Height, an advisor to the CEEP program, said she was proud to be a part of the program for the last ten years and saluted the 30-year legacy of the late Tom Skinner.

"At time when were all concerned, I'm proud to see them [young people] take a part," Height said.

Stewart who is also a new mother, said the awards inspired her greatly and she was emotionally touched by the students of Ballou High School.

"We have to give all of what we have to give to young people, in order for them to be everything they want to be," Stewart said. "Fannie Mae will be there and continue to give you all the support you seek."

Dr. Barbara Williams-Skinner, ex-officio chair and co-founder of CEEP said the organization's goal is helping students move from trial to triumph.

"We need these people to feel a part of our society. Once they can begin making their own positive contributions, we can all live better lives," Dr. Skinner said.

Sharece Crawford, one of three students from Ballou High School that received the Dream2Destiny Award, explains how students at Ballou still have a chance.

"Receiving this award tonight, shows how I have overcome all the obstacles standing in my way, despite negativity. God is on my side," the Ballou junior said. Crawford plans to attend college and major in political science.

CEEP's new alliance with Microsoft that began in August of 2001, has seen it develop the capability to provide students in CEEP's Urban Leadership Academy, a school-to careers program, with software technology to enhance leadership development and life skills training.

Equity Award honoree Corey Griffin, Microsoft contract manager, and a native of Southeast DC said we all must share in the burden to restore lives of despaired youth.

In his acceptance speech, Griffin quoted Dr. Martin Luther King, Jr.'s speech asking community leaders to rescue and restore the lives of young people.

"It would be fatal to overlook the urgency of this moment. CEEP is one of D.C.'s best kept secrets, but it should not be," Griffin said. "We are all here to serve."

The Washington Times
www.washingtontimes.com

Career-minded students a bright spot at Ballou

By Adrienne Washington
THE WASHINGTON TIMES
Published February 17, 2004

If you believe all that happens at Frank W. Ballou High School in Southeast is bad, then you should meet Sharece Crawford and Tamara Brown.

These Ballou students, wearing jeans and sporting braids, exemplify the majority of students, who don't make sad headlines or sorry statistics.

We are well aware of the recent tragic events, including the death of a promising football star James Richardson, at the 1,100-student high school that sits amid a community in distress and beset by warring factions.

But as 15-year-old sophomore Tamara pointed out, last week when reports cards were distributed there was not a single positive story about students like herself who made the honor roll.

Tamara and 16-year-old junior Sharece are smart, mature, attractive and goal-oriented students who want to beat the odds and make a difference.

"What really burns me up is that there are people counting on us to fail because of where we come from, but I'm going to prove everybody wrong," said a forceful Sharece. "Just because you come up in poverty doesn't mean we'll always be that way."

No doubt they will succeed, thanks in part to a program, Community Equity Empowerment Partnership (CEEP), organized by community and corporate leaders, that provides technological and vocational training in area high schools.

"People pay thousands of dollars for this training, and I realize I'm getting a free learning experience and a stipend. It beats working at Popeye's," said Sharece during an interview Saturday at bustling Laval's Restaurant on Alabama Avenue SE.

Ballou students enrolled in CEEP will be presented Dream2Dream Destiny Achievers Awards on Thursday at a program celebrating 10 years of the nonprofit organization at the AFI Silver Theatre and Cultural Center in Silver Spring.

Community leaders, including civil rights maven Dorothy I. Height, Stacey D. Stewart of the Fannie Mae Foundation, Marie Johns of Verizon and Corey Griffin of Microsoft will receive Equity Awards for their contributions to the program.

Mr. Griffin, 33, is passionate about CEEP's progress and potential because he has firsthand knowledge about growing up in the Southeast neighborhood surrounding Ballou. He can readily name 10 friends and classmates who have been victims of street violence.

"I'm driven to be involved, being a product of D.C. and growing up in Southeast and dealing with some of the challenges these students face," said Mr. Griffin, Washington-based global operations manager for Microsoft, who will take over as chairman of the CEEP board.

While Microsoft provides funding as well as software to help students with computer training, Mr. Griffin provides them with a successful role model.

The CEEP program was started by the Rev. Tom Skinner, a now-deceased community activist. It has two components that have served more than 400 D.C. students, ages 14 to 21, since its inception. One teaches career orientation, film and broadcast media and computer

technology in schools. The other, in the community, trains youth in cosmetology and barbering, culinary arts and music recording and audio engineering.

"When you see bad things happen in your school, you don't want them to happen again, so I want to do whatever I can to make a difference," Sharece said.

Sharece, who is enrolled in the media broadcasting section of CEEP, wants to major in political science in college and become a corporate lawyer.

This vice president of Ballou's student government association says her communications skills have improved through the CEEP training. She feels "like a better person" and she is meeting lots of people and now giving speeches as a student representative of the organization.

Last summer, this talkative go-getter was employed at the Department of Homeland Security, where she was able to view large monitors of the city.

"Who would have thought that I would be sitting in a seat at the top of the world?" she said, beaming a wide smile.

Tamara, a cheerleader, is more timid but no less focused. She is studying cosmetology and barbering because she dreams of opening her own salon, possibly on the West Coast. She really likes her CEEP teacher, Rokesha Philson, who helps her with problems and has taught her how to dress and prepare for job interviews.

Tamara is the only teen I've ever heard say: "Getting into trouble means you're not going nowhere, and it's boring being in trouble. It's better to be good." That might have to do with her strict and watchful mother, Carolyn Brown, a D.C. police officer assigned to the 7th District. "A lot of programs have shut down, but [CEEP] is good opportunity to give them something to do," Officer Brown said.

Sadly, to stay out of trouble and "not get caught up in a lot of mess," as Sharece said, the teens try to keep to themselves, opting not to have friends in school. This solitary situation, they say, is a survival tactic. It is also a sad commentary on student life in this area, as high school should be the time when friendships are an integral part of life.

But being members of CEEP offers some relief. "In CEEP, we're all a big family and everybody's got everybody's back," Sharece said.

Mr. Griffin said the D.C. government contributes to the CEEP programs through grants from the Department of Employment Services. However, CEEP corporate leaders such as Microsoft say much more needs to be done, and they want to expand the training programs.

It's a worthy goal, so that the future headlines coming out of Ballou will be about students like Sharece Crawford and Tamara Brown.

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Press Release

For info: Chris Prince, Press Coordinator, Alliance for Quality Education, 301-583-8424 x334

C.E.E.P., Verizon Partnership Readies Ballou Senior High School Students for the World of Work

$75,000 Verizon Foundation Grant to Expand Training Opportunities

Washington, DC April 23, 2003 - Frank W. Ballou Senior High School students in the Community Equity Empowerment Partnership's (C.E.E.P.) Urban Leadership Academy soon will be able to enhance their job skills to become more marketable, thanks to a $75,000 grant from Verizon Foundation. This funding will help expand the Academy's curriculum and training opportunities for youth.

The Urban Leadership Academy helps students find jobs by improving their written and verbal skills. Founded last year, the Academy also offers computer technology training in Microsoft Office, Internet and web design and provides hands-on training in broadcast media. The curriculum soon will be expanded to include culinary arts, cosmetology and audio engineering, to be conducted at the Tom Skinner Learning Center.

"These young people are our future leaders and will make a difference someday," said Kevin Williams, president of C.E.E.P. "So it's important that we do everything in our power to get and keep them on the right path. That's why partnerships between C.E.E.P., local government agencies, community leaders and businesses - like Verizon - are so important. We all want to ensure that our future is in good hands."

As part of its partnership announcement with Verizon, C.E.E.P. will invite business supporters, community leaders and D.C. government officials to conduct one-on-one mentoring sessions with Ballou students participating in the Urban Leadership Academy. Mentors will discuss their job responsibilities and how students can best prepare themselves to enter the workforce.

"We feel that we need to connect our students to those who have invested in them. I am confident you will be impressed by our students: their perspective and insight." - DeAngela Hill, Assistant Program Director, Urban Leadership Academy

Verizon Foundation, the philanthropic arm of Verizon Communications, is committed to helping people and communities make progress every day. The foundation supports a variety of programs that focus on improving basic and computer literacy, bridging the digital divide, enriching communities through technology and creating a skilled workforce. The foundation promotes partnerships in technology with organizations serving the needs of diverse communities, people with disabilities, and the economically and socially disadvantaged. The foundation also supports Verizon Volunteers, an incentive program that encourages Verizon employees to volunteer in their communities and provides matching gifts to nonprofit organizations. For more information on the foundation, visit www.verizon.com/foundation.

"Verizon supports education from K-12 to post-secondary with a variety of philanthropic grants, in-kind gifts and employee volunteerism," said Marie C. Johns, president of Verizon Washington, D.C. "As one of the largest private employers in the District of Columbia, Verizon realizes how important it is for schools, businesses and communities to help students discover links between the classroom and the workplace. After all, the success of our economy and our company ultimately depends on an educated and prepared workforce."

The Urban Leadership Academy has served about 200 of Ballou's students since its inception. Principal Art Bridges requested that all Ballou students become members of the Urban Leadership Academy during their three years at the high school, tripling the in-school enrollment. With an expected 100 students in the Tom Skinner Learning Center, over 300 students will benefit from C.E.E.P. programs in the coming year.

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BIOGRAPHICAL SUMMARY FOR DR. BARBARA WILLIAMS-SKINNER



Barbara Williams-Skinner is currently president of **Skinner Leadership Institute** (SLI), which exists to produce a new generation of leaders who are technically excellent, spiritually mature, agents of reconciliation, and advocates for the physically and spiritually needy. She is a nationally recognized spiritual leader, teacher, lecturer and writer, having earned her undergraduate degree from San Francisco State University, a Master of Social Work degree and a law degree from the University of California at Los Angeles. Dr. Williams-Skinner has recently completed her Master of Divinity and Doctorate of Ministry degrees at Howard University School of Divinity. She is the author of numerous articles including *"The Power of Love," "Been There, Done That: Why African American Christians Resist Racial Reconciliation,"* and a leadership training workbook entitled *"Becoming An Effective 21st Century Leader."*

Barbara and her late husband, the Reverend Tom Skinner, former chaplain to the Washington Redskins football and New York Yankees baseball teams, founded the **Skinner Leadership Institute** in 1992. The Institute provides leadership development and reconciliation for people of all backgrounds and faiths, especially to current leaders, students, emerging young leaders and urban youth.

For many years, Dr. Williams-Skinner was the Executive Director of the Congressional Black Caucus in Washington, DC, made up of the African American members of the United States Congress who collectively represent 35 million African Americans. She has served on the boards of numerous organizations including the Martin Luther King, Jr. Center in Atlanta, Georgia, Volunteers of America, National Political Congress of Black Women, Christian Community Development Association, and Evangelicals for Social Action. She is currently serving on the boards of Operation Rainbow PUSH, Christian Community Development Association, Fuller Theological Seminary, the Neighborhood Learning Center in Washington, DC, and the Community Empowerment Equity Partnership (CEEP). CEEP runs an Urban Leadership Academy at Ballou Senior High School in Washington, DC that provides courses in moral character development, work readiness, broadcast media and computer technology training. Dr. Williams-Skinner provides leaders development curriculum and teacher training for the program.

She has two adult stepdaughters, Lauren Skinner Gaines and Kyla Jewell Skinner, and lives in southern Maryland. Barbara Williams-Skinner simply wants to be known as a woman of God who appears as a woman of the world.



Biographical summary for Corey Arnez Griffin

Corey began his career at Microsoft in September of 1994 and is currently the Operations Manager for Microsoft's Global Strategic Accounts team. Corey has responsibility for global operations for Microsoft's account strategy for the International Governmental Organizations (IGO's), International Financial Institutions (IFI's) and the Non-Governmental Organizations (NGO's). Corey has over 9 years of contracts and operations experience in Government IT Services, Sales, and Marketing. He has led contract operations for Microsoft's Worldwide Services Division and Microsoft's US Public Sector business covering the Federal, State & Local, and Education markets.

Corey began his impressive career at Microsoft on a one day temporary assignment in 1994. During Corey's tenure at Microsoft, he has spearheaded both Microsoft's community affairs efforts and Microsoft's Diversity strategy in Washington DC for the US Public Sector Group. Corey was primarily responsible for the development of the strategy and programs for both areas. Over the past 6 years, Corey has managed and facilitated millions of dollars in cash and software grants to non-profit organizations inside and outside of the region. Corey's work in community affairs has earned him a Best Practice Award from Jeff Raikes, Microsoft's Group Vice President, in recognition of his community leadership.

In the area of diversity, Corey has served as an advisor to Microsoft's senior executive leadership and was an appointed member of Microsoft's U.S. Sales Leadership Council for Diversity, where he was responsible for helping to develop and execute Microsoft's diversity plan.

As an active and passionate member of his community, Corey is committed to a life of service. He currently serves on several national and local non-profit boards working to improve the lives of young people and the underprivileged through education, career training, recreation, mentorship, and basic needs outreach. Corey was recently elected to serve as board chair of the Community Equity Empowerment Partnership, a local non-profit organization committed to serving young people by providing a comprehensive series of programs combining leadership development training, character based education and economic employment opportunities.

Corey attended Morgan State University in Baltimore Maryland as an Electrical Engineering major. He completed his master's certificate in Government Contracting from George Washington University in the summer of 1997 and completed executive leadership coursework at UCLA in the summer of 2001.

Awards/Acknowledgements

- Top Contributor Award, Microsoft East Region 1997,1999
- Top Contributor Award, Microsoft Federal 1997, 1999
- Community Services Best Practices Award, Microsoft Jeff Raikes 2000
- Gold Star Technical Excellence Award, Microsoft Public Sector 2000, 2001
- Outstanding Support, Recreation Wish List Committee, April 2000
- Outstanding Support, S.O.M.E., 2001, 2003

Board/Committee Membership

- Greater Washington Urban League, Board of Directors
- Recreation Wish List Committee, Former Assistant Treasurer
- So Others Might Eat (SOME), Industry Advisory Council for the Center for Employment Training
- So Others Might Eat (SOME), Corporate Advisory Board
- United Way, National Capital Area Community Services Fund Committee, Former Member
- Community Equity Empowerment Partnership, Board Chair
- National Youth Connection, Board of Directors
- United States Tennis Association, Public Relations Committee
- MD/DC Minority Supplier Diversity Council, Board of Directors

Memberships/Affiliation

- Former member of DC Chamber of Commerce
- National Contracts Management Association
- Greater Washington Urban League
- National Association for the Advancement of Colored People
- Alumnus of the University of California Los Angeles Executive Leadership Institute
- African American Leadership Family Member
- Alumnus of 2002 IAC Partners Program, Federation of Government Information Processing Councils
- United Way Capital Society Member

Speaking Engagements

- Africa Futures Forum panelist, August 2000
- Congressional Black Caucus panelist, September 2001, 2002
- Smithsonian, Black History Month Program, February 2000, 2001
- Rainbow PUSH, Wall Street Project panelist, January 2002
- Community Equity Empowerment Partnership, Youth Summit-May 2002
- White House Initiative on Historically Black Colleges and Universities, 2003