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THE WHITE HOUSE
WASHINGTON

Nancy Ellis
Dept. of Defense

694-5413

695-0221

26th Feb.

→ banquet -

file
Nat
Black
Vets Assoc

December 10, 1981

I am delighted to send my warm greetings to all those gathered for the National Black Veterans Organization's banquet saluting over sixty black generals and admirals.

Our nation fully recognizes the sacrifices of those who have served in our Armed Forces. It is your dedicated efforts that established and maintain our country's freedom, independence, and security.

From the Revolutionary War on, members of minority groups have repeatedly demonstrated their heroism and leadership in the defense of our country. No one has shown greater devotion to the American ideals of freedom and equality than the outstanding men and women you honor tonight. Their lives and service to our nation truly reflect the best in the American spirit.

You have my best wishes for an enjoyable event and your continued success in the future.

Sent To:

Mr. Frederick L. Jones
Executive Director
National Black Veterans
Organization, Inc.
306 H Street, N.W.
Washington, D.C. 20001

RR:Wells:--

cc K.Osborne/D.Livingston/M.Blackwell/CF

DUE: DECEMBER 15

date of
banquet ↓

FRI.
Feb. 26th
D.C. National
Guard Army

775-8354

Generals' Banquet
Committee

1100 17th St. NW
St. 1000

Washington

20036

att: Mr. Stanley Branel
ass't - Sandra Barts -

THE WHITE HOUSE
WASHINGTON

November 30, 1981

TO: Dodie Livingston's office
FROM: Morton Blackwell's office
Room 191 x. 2657

We recommend that the President
send a greeting of this type to
this group.

We need to know by Friday, December
4th, if you will be sending a
greeting from the President.

However, they do not need to have
the actual greeting in print until
the end of December.

Thank you.



Aaron E. Henry, Chairman of the Board
Frederick L. Jones, Executive Director

**NATIONAL BLACK VETERANS
ORGANIZATION, INC.**

306 H Street, N.W.
Washington, D.C. 20001
(202) 842-2900

November 16, 1981

The Honorable Ronald Reagan
President of the United States
The White House
Washington, D.C. 20500

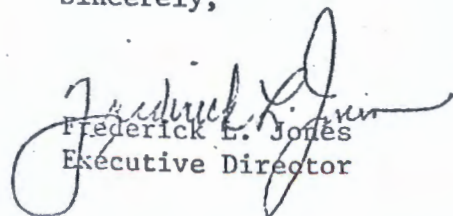
Dear Mr. President:

We gratefully appreciate your gracious cooperation in assigning Mr. Morton Blackwell as the liaison with Veterans Organizations. In our meeting with him on November 12, 1981 we were pleased at his receptivity to our request for assistance in the promotion of a banquet to honor over sixty (60) Black Generals and Admirals.

Mr. President we would appreciate your endorsement of this activity as an incentive to encourage all Americans to participate. This decree will show the commitment you have made to recognize the achievements of these men and women as well as your interest in our veterans and their families.

May we again express our gratitude for your continued leadership in behalf of a strong Armed Forces and National Defense.

Sincerely,


Frederick L. Jones
Executive Director



NATIONAL BLACK VETERANS
ORGANIZATION, INC.

306 H Street, N.W.
Washington, D.C. 20001

(202) 842-2900

Aaron E. Henry, Chairman of the Board
Frederick L. Jones, Executive Director

DRAFT OF RESPONSE

TO: The National Black Veterans Organization, Inc.

This administration recognizes the very special sacrifice of those who have served in our nation's Armed Forces. They have reinforced the ideals that individual rights and societal values are only as strong as a nation's commitment to defend them. Because of this our country must never forget its appreciation of and obligation to our veterans.

I am personally pleased by the continued efforts of The National Black Veterans Organization Inc. to provide leadership as an advocate for all veterans, and I applaud their long standing dedication to a strong military service as the keystone to our national defense. All patriotic Americans can appreciate the historic heroism of minorities who have achieved greatness in our military service.

I am sure you will join me in supporting a very special event honoring over sixty (60) Black Generals and Admirals who have distinguished themselves in the Armed Forces of the United States. By honoring these men and women, you will demonstrate to the nation and to the world that this country recognizes and encourages the pursuit of excellence and outstanding character our veterans exemplify. Therefore I as Commander in Chief of the Armed Forces endorse this endeavor to honor these individuals who have achieved this level of prominence. I encourage all Americans to do the same.

THE WHITE HOUSE
WASHINGTON

December 2, 1981

TO: Frederick Jones, Executive Director
National Black Veterans
Organization

FROM: Morton Blackwell
Special Assistant to the
President,
Office of Public Liaison

We have been informed by the office of
Presidential Messages that the President
will be sending a message to your
organization concerning the special
event you are holding which will honor
over sixty Black Generals and Admirals.



**NATIONAL BLACK VETERANS
ORGANIZATION, INC.**

306 H Street, N.W.
Washington, D.C. 20001
(202) 842-2900

Aaron E. Henry, Chairman of the Board
Frederick L. Jones, Executive Director

EHD	
RC	PLW
JB	
DL	DL
TD	td
MB	

See last
page!

October 16, 1981

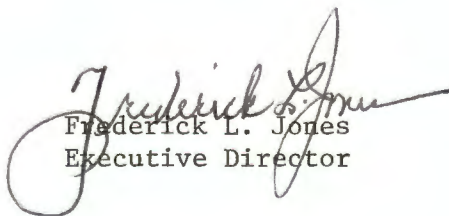
Mrs. Elizabeth H. Dole
Assistant to the President
for Public Liaison
The White House
Washington, D.C. 20500

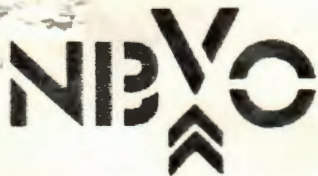
Dear Mrs. Dole,

Enclosed is a copy of a letter which we forwarded to the President. As the person who has worked so diligently with the nation's veterans groups, we deem it most appropriate that you be kept informed of our activities.

I am sure that after reading the letter, you too will recognize the potential of and the rewards forthcoming from such a venture.

Sincerely,


Frederick L. Jones
Executive Director



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306 H Street, N.W.
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Aaron E. Henry, Chairman of the Board
Frederick L. Jones, Executive Director

October 15, 1981

The President of the United States
The White House
Washington, D.C. 20500

Dear Mr. President:

I had the pleasure of attending the White House Briefing which you conducted for the National Black Veterans Organization and leaders of the other major veterans groups. It is gratifying to know that your Administration has pledged to keep the lines of communication open to enable us to express our views and concerns on national and international policies.

The National Black Veterans Organization, Inc. is a non-profit organization dedicated to serving the interest of veterans and their families by serving as an advocate organization for all veterans. The organization provides a wide range of services to veterans locally and nationally. Some of these services include guidance and counseling, job placement and educational opportunities.

In a recent board meeting the directors passed a resolution supporting a program that would honor Black Generals and Admirals who have served in the Armed Forces and those presently serving. This resolution reflected the views of the board and its members that such an achievement as becoming a General or an Admiral by Blacks in the service should be widely publicized. This publicity would show the nation and the world the contributions Blacks have made in the military. In addition, this program may serve as an instrument to foster better relationships among the public and the Armed Forces.

We feel that it is important that young people in the service know and learn to appreciate the contributions of Blacks and other minorities serving in the Armed Forces. If we are to have a strong nation, it is essential that the full support of this country be encouraged.

The President of the United States

October 15, 1981

Page 2

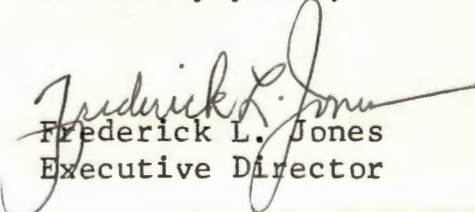
The National Black Veterans Organization is developing a program designed to illustrate the contributions that Blacks have made to the military by focusing on their outstanding careers. The National Black Veterans Organization will hold its first annual banquet honoring over sixty (60) Black Generals and Admirals who have distinguished themselves in their military careers.

As our Commander in Chief, we would appreciate your support and participation in this effort. Specifically, we would ask your assistance in recommending a person that could serve as a liaison with our organization in the coordination of activities for the banquet.

I am enclosing a copy of our capability statement for your information. Also enclosed is a picture taken with you at the briefing that I would like to have you autograph.

My sincere thanks in advance for your support in this effort. We look forward to hearing from your office in the near future.

Sincerely yours,


Frederick L. Jones
Executive Director

FLJ/fb
Enclosures



Aaron E. Henry, Chairman of the Board
Frederick L. Jones, Executive Director

NATIONAL BLACK VETERANS
ORGANIZATION, INC.

306 H Street, N.W.
Washington, D.C. 20001
(202) 842-2900

PROPOSED PROGRAM
FOR
HONORING THE BLACK GENERALS AND ADMIRALS OF THE
UNITED STATES ARMED FORCES

Purpose:

The National Black Veterans Organization proposes to honor over sixty (60) Black Generals and Admirals who have distinguished themselves in the Armed Forces of the United States. This will be the first time in the history of the nation that such an occasion has been held.

In view of the current emphasis by the White House on military preparedness, a program honoring these distinguished individuals will assist in building the morale of many Blacks now serving in the various branches of the Armed Forces. The program will hopefully also stimulate the interest of young Blacks to volunteer and join the military as a career opportunity. Ours is a nation with a heritage embracing almost all nationalities. Therefore, the honoring of Black officers will illustrate our contribution to the strength of this nation. By honoring these distinguished ladies and gentlemen, we will demonstrate to the nation and to the world that this country recognizes and appreciates the contributions of

of these military officers.

We are currently negotiating with a production company for the production of a film depicting the distinguished careers of these officers. The film will include short biographical sketches of each honoree. This film will be shown to groups around the country and to the military. It may also be used for recruitment purposes by the various branches of the Armed Forces.

Program Design:

The banquet will be financially self supporting and the banquet will essentially be a fundraising activity. It is envisioned that the following groups will participate in the activity:

- (1) Major Corporations
- (2) Federal Officials
- (3) Local Officials
- (4) Military Personnel
- (5) Veterans
- (6) General Public

These groups will form the base for the fundraising activity. It is anticipated that between three and five thousand persons will attend. The cost per person has not been determined at this time.

There will be sixty (60) persons being honored at the banquet. And in addition, it is hopeful that the President or Vice President of the United States will attend along with other top military

officers.

Funds generated from this activity will be used to establish a scholarship fund, develop more service programs for veterans and assist with the operational costs of the organization.

It is anticipated that the fundraiser will generate no less than \$600,000 from the following activities:

Ticket Sales (Banquet and Reception)

Advertisements

Contributions

Film Contracts

Souvenir Programs

Funds accumulated will be deposited in the Hemisphere National Bank as short term investments.

Proposed Honorees:

Brig. Gen. Bernard P. Randolph, USAF
Brig. Gen. Norris Overton, USAF
Brig. Gen. Jackson E. Rozier, Jr., USA
Brig. Gen. Archer L. Durham, USAF
Brig. Gen. Colin L. Powell, USA
Brig. Gen. James F. McCall, USA
Rear Adm. Benjamin T. Hacker, USN
Brig. Gen. Avon C. James, USAF
Brig. Gen. Leo A. Brooks, USA
Brig. Gen. Arthur Holmes, Jr., USA
Brig. Gen. Hugh A. Robinson, USA
Brig. Gen. James T. Boddie, Jr., USAF
Brig. Gen. Rufus L. Billups, USAF
Brig. Gen. Andrew P. Chambers, USA
Brig. Gen. Dallas C. Brown, Jr., USA
Brig. Gen. Julius Parker, Jr., USA
Brig. Gen. Alfred J. Cade, USA
Brig. Gen. Winston D. Powers, USAF
Rear Adm. Lawrence C. Chambers, USN
Brig. Gen. Benjamin D. Davis, Sr., USA
Gen. Daniel (Chappie) James, USAF
Vice Adm. Samuel L. Gravely, Jr., USN
Lt. Gen. Arthur J. Gregg, USA
Lt. Gen. Benjamin O. Davis, Jr., USAF

Proposed Honorees: (cont'd.)

Maj. Gen. James F. Hamlet, USA
Maj. Gen. Charles C. Rogers, USA
Brig. Gen. Frank E. Peterson, Jr., USMC
Brig. Gen. Hazel Winfred Johnson, ANC
Lt. Gen. Julius W. Becton, USA
Maj. Gen. Fred C. Sheffey, USA
Maj. Gen. Fredria E. Davison, USA
Maj. Gen. Jerry R. Curry, USA
Maj. Gen. Lucius Theus, USAF
Brig. Gen. Emmeh Paige, Jr., USA
Maj. Gen. Thomas E. Clifford, USAF
Brig. Gen. Harvey D. Williams, USA
Brig. Gen. Henry Doctor, Jr., USA
Maj. Gen. Oliver W. Dillard, USA
Brig. Gen. Robert C. Gaskill, USA
Brig. Gen. William E. Brown, USAF
Maj. Gen. Edward Greer, USA
Maj. Gen. Roscoe Robinson, Jr., USA
Maj. Gen. Harry W. Brookw, Jr., USA
Brig. Gen. Titus C. Hall, USAF
Rear Adm. Gerald E. Thomas, USN
Brig. Gen. George M. Shuffer, USA
Brig. Gen. Charles B. Jiggetts, USAF
Brig. Gen. George B. Price, USA
Brig. Gen. Alonao L. Ferguson, USAF
Rear Adm. Louis Alvin Williams, USN
Maj. Gen. John Q.T. King, USAR
Maj. Gen. Benjamin L. Hunter, USAR
Maj. Gen. Cunningham C. Bryant, D.C. Nat. Guard
Brig. Gen. Albert Bryant, USAR
Brig. Gen. Marion Mann, USAR
Brig. Gen. Edward Honor, USA
Brig. Gen. William S. Frye, N.J. Nat. Guard
Brig. Gen. Cornelius O. Baker, PA Nat. Guard
Brig. Gen. Carl E. Briscoe, N.J. Nat. Guard
Brig. Gen. Robert B. Adams, USA
Brig. Gen. Roscoe Conklin Cartwright, USA

Black American General Officers in the Army



Lieutenant General
Arthur James Gregg



Lieutenant General
Julius Wesley Becton, Jr.



Lieutenant General
Roscoe Robinson, Jr.



Major General
James Frank Hamlet



Major General
Charles Calvin Rogers

**Major General
Jerry Ralph Curry**



**Brigadier General
Leo Austin Brooks**



**Major General
Robert Clarence Gaskill**



**Brigadier General
Hugh Granville Robinson**



**Major General
Emmett Paige, Jr.**



**Brigadier General
Andrew Phillip Chambers**



**Major General
Harvey Dean Williams**



**Brigadier General
Dallas Coverdale Brown, Jr.**



**Major General
Henry Doctor, Jr.**



**Brigadier General
Arthur Holmes, Jr.**





**Brigadier General
Johnie Forte, Jr.**



**Brigadier General
James Franklin McCall**



**Brigadier General
Edward Honor**



**Brigadier General
Guthrie Lewis Turner, Jr.**



**Brigadier General
Colin Luther Powell**



**Brigadier General
Robert Bradshaw Adams**



**Brigadier General
John Mitchell Brown**



**Colonel (Brigadier
General Selectee)
James Reginald Hall, Jr.**



**Brigadier General
Hazel Winifred Johnson**



**Colonel (Brigadier
General Selectee)
Julius Parker, Jr.**

Black American Flag and General Officers in the Navy and Marine Corps



**Vice Admiral
Samuel L. Gravely, Jr.**
(Retired 31 July 1980)



**Rear Admiral
Gerald E. Thomas**



**Rear Admiral
Lawrence C. Chambers**



**Rear Admiral
L.A. Williams**



**Rear Admiral
Benjamin Thurman Hacker**



**Brigadier General
Frank E. Petersen, Jr.**
U. S. Marine Corps



Black American General Officers in the Air Force



Major General
William E. Brown, Jr.



Brigadier General
Charles B. Jiggetts



Brigadier General
Alonzo L. Ferguson



Brigadier General
Titus C. Hall



Brigadier General
Winston D. Powers

**Brigadier General
Norris W. Overton**



**Brigadier General
James Timothy Boddie, Jr.**



**Brigadier General
Archer L. Durham**



**Colonel (Brigadier
General Selectee)
David M. Hall**



**Brigadier General
Avon C. James**



**Colonel (Brigadier
General Selectee)
Bernard P. Randolph**



Blacks in the National Guard

The National Guard has a proud military heritage dating back to 1636 when the first colonial militia was organized in the north and east regiments of the Massachusetts colony. Since then, the Guard has grown to over 450,000 members today, and shares 45% of the U.S. forces commitment to our nation's first line of defense.

Because the National Guard is basically a state organization, its history in equal opportunity was influenced by various state laws that promoted segregation. Although Black Guardmembers distinguished themselves in many major conflicts, the laws and policies of segregation still existed in some states even into the early 60's. The Civil Rights Act of 1964 changed that, and in the early 70's positive efforts began to be made toward equal opportunity in the Guard. In 1971 when Black representation was just over 1%, the first affirmative actions goal was developed to double the number of Blacks the first

affirmative actions efforts, the Army National Guard has grown to 17% Blacks and 26% total minorities in 1980. The Air National Guard is now 7% Blacks and 14% total minorities.

While minority gains have increased steadily through the 70's, they have been limited primarily to the enlisted ranks. To meet the goal of minority parity in the officer corps of the Army National Guard by the mid 1980's, the National Guard Bureau launched a major initiative in 1977 called the Minority Officer Recruiting Effort (MORE); a task force of key National Guard Bureau officials chaired by the Deputy Director, Army National Guard.

The task force has developed a number of new programs to increase minority officer accessions. One of the main efforts involves a new set of Reserve Officer Training Corps (ROTC) programs including the Simultaneous Membership Program and Early Commissioning Program. Strong efforts are also being made to increase minority participation in the State Officer Candidate School Program.

As a result, Army National Guard minority officer accessions have increased dramatically from 2.5% to 8% in the past two years and show signs of continued acceleration.

In addition to the successful efforts described above, the National Guard Bureau, Office of Human Resources manages a system of programmed compliance reviews of each state and territory under Title VI (Federal Financial Assistance Programs). New efforts by DOD to oversee the Title VI compliance posture will help to ensure continued progress in equal opportunity throughout the National Guard.

Black American General Officers in Army and Air National Guard



**Major General
Cunningham C. Bryant**
*District of Columbia National
Guard*



**Brigadier General
William S. Frye**
*New Jersey Army National
Guard*



**Brigadier General
Cornelius O. Baker**
*Pennsylvania Army National
Guard*



**Brigadier General
Louis Duckett**
*New York Army National
Guard*



**Brigadier General
Carl E. Briscoe**
*New Jersey Army National
Guard*

THE WHITE HOUSE
WASHINGTON

November 9th

Kathy/Maiselle

This is the letter I called your office about last week - could not locate it so I called General Jones and asked him to send us a copy -- which he did. Please note Morton Blackwell is mentioned as our liaison officer.

Thanks

Nancy

Meeting
Nov 12
10 A.M.

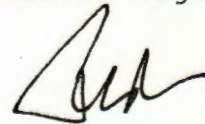
THE WHITE HOUSE
WASHINGTON

November 6, 1981

Dear General Jones:

Thank you for your letter to Elizabeth H. Dole. Morton Blackwell, Special Assistant to the President for Public Affairs, of our office handles liaison with the Veterans' organizations and I am sure he will be delighted to hear from you regarding your plans for Black Generals and Admirals. I think your plans to focus on and honor the Blacks and other minority organizations in the Armed Services is excellent.

Warmest regards,



Red Cavaney
Deputy Assistant to the President
for Public Liaison

General Frederick L. Jones
Executive Director
National Black Veterans
Organizations, Inc.
306 H Street, N.W.
Washington, D.C. 20001

bcc: Morton Blackwell w/incoming



**NATIONAL BLACK VETERANS
ORGANIZATION, INC.**

306 H Street, N.W.
Washington, D.C. 20001
(202) 842-2900

NOV 06 1981

Aaron E. Henry, Chairman of the Board
Frederick L. Jones, Executive Director

October 16, 1981

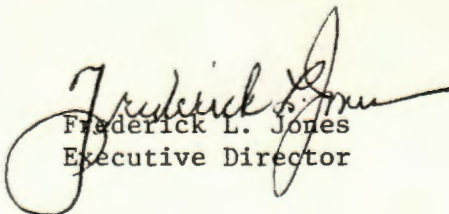
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Assistant to the President
for Public Liaison
The White House
Washington, D.C. 20500

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Sincerely,


Frederick L. Jones
Executive Director



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306 H Street, N.W.
Washington, D.C. 20001

(202) 842 2900

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Frederick L. Jones, Executive Director

October 15, 1981

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The White House
Washington, D.C. 20500

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We feel that it is important that young people in the service know and learn to appreciate the contributions of Blacks and other minorities serving in the Armed Forces. If we are to have a strong nation, it is essential that the full support of this country be encouraged.

The President of the United States
October 15, 1981
Page 2

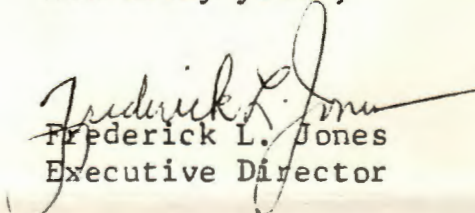
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My sincere thanks in advance for your support in this effort. We look forward to hearing from your office in the near future.

Sincerely yours,


Frederick L. Jones
Executive Director

FLJ/fb
Enclosures

MEMORANDUM

THE WHITE HOUSE
WASHINGTON

July 29, 1981

TO: SECRETARY RAYMOND DONOVAN
FROM: Morton Blackwell
RE: National Black Veterans Organization

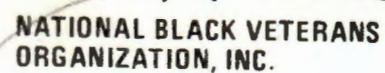
Cecil Byrd of the National Black Veterans Organization called my office with the complaint that his group is having a problem with a contract with the Labor Department.

Would you please arrange a meeting with Mr. Byrd and the appropriate Labor Department official to discuss his problem?

His phone number is 842-2900 and this needs to be done right away.

Thank you.

cc. Cecil Byrd



(202) 842-2900

The National Black Veterans
Organization

Veterans Housing Rehabilitation
Project

"A Concept Paper"

"Energy-related jobs" is only one component of a program that encompasses urban and rural revitalization, housing, and private industry. This program has been more than five years in development. The attached concept paper incorporates these years of research, planning and testing. The result is a private enterprise Veterans Housing Rehabilitation Project. It is one of the most exciting projects I have worked on -- perhaps because of its comprehensiveness and probability for success by offering all the incentives of free enterprise, profit-sharing based upon production and quality performance.

This project will provide quality housing in increased volume, create new jobs in housing rehabilitation and the range of energy-related jobs, employment and relevant job training, while stimulating small business and free enterprise. The project also teaches and demonstrates energy conservation and inner-city revitalization while cutting federal funding dependency for community redevelopment and non-profit, community based organizations.

The proposal and implementation plan is already complete and available. The National Black Veterans Organization (NBVO) is prepared to be the sponsoring and coordinating entity. One to six demonstration projects could be begun immediately (a number of locations and established groups have already been identified.) Initial capital returns from a project of this scope could be realized within six months. The project itself could be self-supporting and, in turn, finance additional projects within one year's time through revolving loans, private funding and the establishment of a veterans owned small business investment corporation or MESBIC.

The current and future job markets in weatherization, housing rehabilitation and other energy-related job areas provide the foundation upon which the project is built. The framework would be community-based businesses (CBB's) formed by Community-Based Organizations (CBO's). The meat on the framework would be a network of small businesses providing energy-related job training, urban revitalization, good quality privately owned housing stock. At the same time, these small businesses would begin funding their parent CBO's which span the network.

The concepts set forth in this proposal are not unique, however, the packaging, organization, and more important, the personnel are.

The project is very simple and the basic steps in the program are provided below:

- 1) Community-Based Organization establishes a profit-sharing Community-Based Business in housing rehabilitation and related areas.
- 2) The profit-sharing CBB acquires housing stock and vacant buildings in need of repair through HUD and VA initially and later by competitive bidding.

- 3) Profit-sharing CBB rehabilitates structures using federal funding from SBA, DOL, HUD or private investors. After the initial job the CBB will use CETAs, PSIP, OJT, etc. Initially, the labor core crew must be expert, qualified personnel.
- 4) CBB sells rehabed structure (the details of the best options here must be discussed with HUD and VA) for profit, and begins supporting the CBO that spawned it. As one unit is rehabed, another is begun.
- 5) CBO's establish additional profit-sharing CBB's. Ultimately, CBB's will finance CBB's.

THE FOLLOWING CONCEPT OUTLINES A PLAN TO CREATE SMALL BUSINESSES IN THE AREA OF HOUSING REHABILITATION AND OTHER ENERGY-RELATED AREAS. THE PROGRAM IS DESIGNED TO TARGET VETERANS AND MINORITIES USING AVAILABLE HOUSING STOCK, BOTH SINGLE AND MULTI-FAMILY, AS WELL AS OTHER VACATED BUILDINGS. THE PROJECT INCORPORATES ITS OWN TRAINING PROGRAM AND PLANS TO BECOME COMPLETELY SELF-SUPPORTING WITHIN ONE YEAR. IF THE PROJECT IS SUCCESSFUL AND REPLICATED NATIONALLY, IT WILL ALSO BE ABLE TO SAVE THE FEDERAL GOVERNMENT MILLIONS OF DOLLARS IN INVENTORY CARRYING COSTS WITHIN THREE YEARS.

The concept is this: foster the cooperation of complimentary programs in several agencies in order to develop and implement a program that will employ veterans, establish them in locally placed and locally based economic programs that will not only enable them to develop self-help skills, but establish their own small businesses by training in and then undertaking in their businesses, the rehabilitation and weatherization of houses of the cities, as a contribution of their own and to the city's revitalization.

The difficulty is establishing such a program is the same as that of any new program -- establishing its credibility and viability. This can only be accomplished by making the program into a habit that everyone recognizes. This is another way of saying that the program must be institutionalized, and recognized as an ongoing program, not just a fly-by-night operation of short duration. The components of such a program have all been developed and proven over the years by veterans groups, community development corporations and community action agencies, etc., throughout the country. What is unique is the comprehensive packaging.

At the local level, in any community, but in particular cities, especially the so-called "inner-city" part, there are any number of community based organizations (CBO's). Such CBO's include veterans assistance centers, community action agencies, neighborhood organizations, etc. The problem with many of these organizations is that they are all dependent upon government funding. The positive aspect of these organizations is that they exist to provide service.

The approach outlined in this concept paper is to spin-off private sector community-based organizations -- what we will call community-based businesses (CBB's) from existing CBO's. To use the terminology of bygone centuries, these CBB's would be granted what amounts to a charter to do business as outlined below in order to enable them to do business. The charter would be in the form of start-up funding, the latter being defined in terms of monies, materials and CETA slots. It is obvious, then, that what is suggested here is a partnership between government, community, private sector and veterans.

There are many problems facing the veteran today. The veteran, in many ways, represents a microcosm of problems facing the nation as a whole. Many of the issues about veterans and many of their concerns are also the concerns of many Americans: steady employment, sense of self-worth, sense of independence, desire to make a worthwhile contribution to society, and a chance to take care of one's family. Veterans want to see energy conservation work. They want to do their part to help the country through its transition period toward energy self-sufficiency. And - like other Americans - they are interested in economic independence, security and the free enterprise system.

The veteran, however, has proven in his service and through the training he has received, that he can, given the opportunity, learn to take care of himself. The veteran finds himself in a position not unlike that of the hungry person from the dessert transplanted to a place of many streams, filled with fish, and not knowing how to fish. The veteran is not asking for an invitation to a free dinner. What he is asking for is the opportunity to learn how to fish in order to be able to feed himself and his family and - in turn - teach others how to fish.

The program outlined in this concept paper is designed to do just that. No program or project can meet all the needs of all involved. This program does not try to be a progra for all seasons and for all people. It is a simple program, to provide the veteran with an opportunity to learn how to fish, and to teach others how to fish. Interagency cooperation could greatly facilitate this effort, but is not essential and could be interfaced at a later date.

Although it is recognized that many worthwhile programs have their origination at the federal level, it is also recognized that once national agenda items have been determined, it does not automatically follow that such items need be carried out at the national level. To be effective for many people, and to achieve credibility at the local level, it is often useful to first look to see if what is proposed might be better implemented at the local level, and eventually by the private sector. This is done in order to skip the costly and often unnecessary step of first establishing tiers of bureaucratic oversight, when such can often be more efficiently accomplished at the local level by local jurisdictions, with the aid perhaps of federal guidelines for establishing criteria and overall evaluation.

The CBB's spun off by the CBO's would carry the CBO's, which would give them more independence vis-a-vis federal dollars, by providing a broader funding base through the profit-sharing done by the CBB's with the CBO's which spawned them. Hence, the CBB's could be self-supporting. They would be, in effect, small businesses.

The spin-off scenerio would work like this: at first, the CBO's would cover funding the set-up activity, handle the training, and engage in marketing the services. When the actual production was ready, the CBB would be spun off and would take from there, sharing its profits with those organizations which spun it off in the first place. This scenario's key contribution is to cost the federal government less in the long run, by using programs and dollars to get the program off the ground, and then to share the new CBB's profits with the sponsoring CBO's.

The federal end of the partnership includes DOL, DOE, HUD, VA, SBA and Commerce. Eventually, it could include Action, CSA, BIA, LEAA, HS, Education and GSA. (Potential roles for each have already been explored and defined.)

DOL provides CETA and PSIP labor slots; DOE provides materials; HUD provides housing stock. VA also provides houses from its housing inventory (foreclosures). Both SBA and HUD would provide financing to pay for the rehabilitation to the houses. SBA and Commerce would provide operational financing via loan or demonstration grant monies.

A key statistic: It costs VA \$1.70 million per year to carry its housing stock in just the District of Columbia Area Office. When this figure is multiplied nationwide, the significance of this program and the importance of removing such housing stock from being a drain on the federal purse is clear. Add to this HUD inventory, and the savings to the federal government increases proportionately and becomes quite substantial.

NBVO - the National Black Veterans Organization - is prepared to coordinate such a program, a program it believes can be made to work in hundreds of cities nationwide. NBVO is asking for six to twelve houses in the District of Columbia to use in a pilot project to demonstrate the feasibility of this program. Houses can be rehabed, depending on the original condition, in anywhere from six to twelve weeks, many requiring even less time.

After successfully demonstrating its feasibility, NBVO would make known its findings through technical assistance, outreach and consulting to CBO's across the country interested in replicating the program and establish their own CBB's. In fact, the contract would include the establishment of six new project sites and parent CBO's ready to replicate the project within the last quarter of the first year.

NOTE: It should be clarified that the rehab housing stock will be sold at conservative prices such that the employees and other veterans, and then other low and moderate income families could afford to purchase them. After the business become solvent, sales will be competitive, and even then, a percentage will always be made available to veterans, low and moderate income families, and employees of the CBB's.

In conclusion, the goal of the Veterans Housing Rehabilitation Project is to provide: jobs; good quality, energy-efficient affordable homes; a training package for national replication; and most important, create self-sustaining small businesses targeting veterans and minorities, which will be able to replace the dependency of community-based non-profit organizations upon federal funding. This will be accomplished by spinning off small businesses from existing CBO's using existing federal resources and programs, and by establishing and setting up a Veterans Owned Minority Enterprise Small Business Investment Corporation (MESBIC) or Veterans Owned Credit Unions.

For additional information, contact: THE NATIONAL BLACK VETERANS ORGANIZATION (NBVO) AT (202)842-2900, 306 H STREET, N.W., WASHINGTON, D.C. 20001

PROJECTED COSTS

- YEAR I ● \$250,000 - 500,000, depending on the size of the desired demonstration project. See attached breakdown.
- YEAR II ● The above amount times the number of cities involved. Half of the funding per site will be in loans to be repaid and used to spin off additional CBB's.
- YEAR III ● Half the amount of Year II, as CBB's are set up to be independent, self-sustaining entities.
- YEAR IV ● Zero cost to the government, as the various CBB's will relieve the government of more and more of the housing stock that it has to carry, by whatever actions. Depending upon the kind of contract that is signed, at this point, the government could be taking in money for the houses that now would be sold to the CBB's, whereas they were given to the CBO's and CBB's during the initial demonstration period.

COMMUNITY-BASED BUSINESS SPIN-OFF PROGRAM SCHEDULE

- YEAR I ● Minimum six houses rehabilitated in the District of Columbia by the CBO, the National Black Veterans Organization (NBVO) to demonstrate the feasibility of the program. At the same time, NBVO develops training materials for use in Year II. Small Business spin-off established. Six other projects are launched throughout the country by other veteran CBO's during the third quarter of the first year. NBVO provides the TA.

- YEAR II ● The program is launched in x number of cities using NBVO and other selected, trained and experienced Veteran CBO's throughout the country as coordinators, trainers, and technical assistance teams for the new CBB's. Marketing programs are initiated and private sector funding obtained, if possible.

- YEAR III ● CBO's launch their own CBB's with the T&TA packages and support contracts through NBVO, et al. Complete dependence upon marketing the private sector and the principles of free enterprise to replicate nationally are established and implemented.

- YEAR IV ● Expand the program concept and packaging to other interested groups - neighborhoods, municipalities, PSIP programs, nonprofits, community action agencies, co-ops, etc.

BUDGET BREAKDOWN

SALARIES

Executive Director (.25)	\$ 7,500
Deputy Director (Trainer/Instructor) (.25-.50)	12,500
Supervisor \$100/day	20,000
Crew Chief \$10/hour	20,000
Crew Member \$7.50/hour	15,000
Crew Member \$5.00/hour	10,000
Administrative Assistant/Bookkeeper	15,000
Sub-contractors (plumbers & electricians)	20,000*
Sub-Total	\$120,000

EQUIPMENT

Truck for Materials	5,000
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LICENSING, BONDING INSURANCE, ETC.	5,000
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GAS	2,000
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HOUSING ACQUISITION	100,000**
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MATERIALS	45,000

Sub-Total	\$157,000
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Grand Total	\$277,000***
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*Initially, the sub-contracting will be done to save costs until program can support licensed and trained professionals full-time in all the building trades areas.

**This figure will depend upon VA and HUD and could vary from zero to \$100,000.

***Breakdown does not reflect any operating budget. This would be covered in administrative costs to NBVO of approximately 20% of \$23,000.

TECHNICAL ASSISTANCE STAFF FOR REPLICATION

Simultaneously with the initial pilots, the NBVO will select its own technical assistance team. The technical assistance team will be responsible for developing specific standard operating procedures for all phases of the project. These procedures will be developed and incorporated into a comprehensive housing rehabilitation manual complimented through video. After the manual has been developed and tested on the pilot projects, the technical assistance team will be responsible for phase two start-ups, hosting work ships, and providing on-going technical assistance for project replication.

The technical assistance team will be responsible for overall project monitoring, evaluation and management. Every effort will be made to assist each project in being independent as soon as possible. The make up of the technical assistance team is outlined below with a brief job description. The budget is also attached.

JOB DESCRIPTIONS

DIRECTOR

The Director is responsible for overall project coordination, supervision, management and administration. He is responsible for setting up the NVARD Advisory Board and for coordination with all project sponsors. He will be the liaison between the private sector, government and project sites.

PROGRAM DEVELOPMENT SPECIALIST

The Program Development Specialist will be responsible for coordinating the development of the operators manual to include working closely with the individual pilot projects, concept development planning, and development. It will be the Program Development Specialist's responsibility to tailor the projects for specific cities and assure project success. He will assist the Director and Board in site selection, site staffing, orientation, training, organization and on-site development.

PROJECT MANAGEMENT SPECIALIST

The Project Management Specialist will be responsible for project management, implementation and day to day operation. He is responsible for supervising and overseeing project operations at pilot site and developing the management component of the manual.

PROCUREMENT/CONTRACT SPECIALIST

The Procurement/Contract Specialist is responsible for developing the procurement component of the manual and operating the "acquisition of houses" component. Building would be procured from VA, FMHA, HUD, and local governments. This individual would be responsible for handling all necessary paper work and contracts to include financing, loan packaging, property sales, etc.

SENIOR ESTIMATORS

The Senior Estimators will be responsible for developing the SOP for estimates, rehabilitation and material costs, market values, basic appraising and sale price. They will be responsible for recommending best acquisition opportunities. They will have knowledge of real estate and property values, etc.

FISCAL SPECIALIST

Responsible for overall budget, bookkeeping and overall accounting for project. Responsible for developing the accounting procedures, setting up books, etc.

ADMINISTRATIVE ASSISTANT

Administrative Assistant will be responsible for overall support, coordinating, collating and packaging of SOP. Administrative Assistant will be responsible for project communications, information dissemination and networking. He will also type correspondence and set up and maintain filing system.

SECRETARY

The Secretary will be responsible for typing correspondence, answering phone inquiries and filing all correspondence for project.

TECHNICAL ASSISTANCE BUDGET

	Salaries	%	Yr. I	%	Yr. II	%	Yr. III	Total
Project Director	(24,000-30,000)	80	24,000	80	24,000	80	24,000	72,000
Program Development Spec.	(20,000-24,000)	100	24,000	100	24,000	100	24,000	72,000
Program Management Spec.	(18,000-20,000)	100	20,000	100	20,000	100	20,000	60,000
Procurement/Contract Spec.	(18,000-20,000)	100	20,000	100	20,000	100	20,000	60,000
Senior Estimators	(18,000-20,000)	200	40,000	200	40,000	200	40,000	120,000
Fiscal Specialist	(18,000-20,000)	100	20,000	100	20,000	100	20,000	60,000
Administrative Assistant	(16,000-18,000)	100	18,000	100	18,000	100	18,000	54,000
Secretary	(14,000-16,000)	100	16,000	100	16,000	100	16,000	48,000
Total Salaries			182,000		182,000		182,000	546,000
Fringe @ 24.78%			45,100		45,100		45,100	135,300
Total Salaries			227,100		227,100		227,100	681,300
Other Direct:								
Travel			1,350		4,050		6,750	12,150
Equipment			4,248		4,248		4,248	12,744
Supplies			3,600		3,600		3,600	10,800
Utilities			4,140		4,140		4,140	12,420
Communications			4,728		4,728		4,728	14,184
Liability & Bonding			2,173		2,173		2,173	6,519
Reproduction			3,213		3,213		3,213	9,639
Rent (1362 sq. ft. @ \$6.25)			8,513		8,513		8,513	25,539
Contract Services (to include ADP)			18,000		15,000		10,000	43,000
Total Other Direct:			49,965		49,965		47,365	146,995
Total Direct Cost:			277,065		276,765		274,465	828,295
Indirect Cost (17.24%)			39,152		39,152		39,152	117,456
Total Contract Cost:			316,217		315,917		313,617	945,751

Marion - To Father

Here is info on National
Black Veterans Housing
Rehabilitation Project

Office of Recorder of Deeds

CORPORATION DIVISION

WASHINGTON



This is to certify that the pages attached hereto constitute a full, true, and complete copy of CERTIFICATE AND ARTICLES OF INCORPORATION OF THE VETERENS HOUSING REHABILITATION CORPORATION, AS RECEIVED AND FILED MARCH 31, 1981.

as the same appears of record in this office.

In Testimony Whereof,

I have hereunto set my hand and caused the seal of this office to be affixed, this

the 20th day of

April A. D. 1981.

MARGURITE C. STOKES
Acting Recorder Of Deeds, D.C.

By *[Signature]*
SUPERINTENDENT CORPORATIONS

OFFICE OF RECORDER OF DEEDS
Corporation Division
Sixth and D Streets, N. W.
Washington, D. C. 20001

CERTIFICATE

THIS IS TO CERTIFY that all applicable provisions of the District of Columbia Business Corporation
Act have been complied with and ACCORDINGLY this Certificate of Incorporation
THE VETERANS HOUSING REHABILITATION
is hereby issued to CORPORATION

as of March 31, 1981



PETER S. RIDLEY
Recorder of Deeds, D.C.

MARGURITE C. STOKES
Acting Recorder of Deeds, D.C.

By John M. Duty
Assistant Superintendent of Corporations

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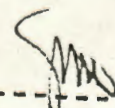
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ARTICLES OF INCORPORATION
of
THE VETERANS HOUSING REHABILITATION
CORPORATION

TO: The Recorder of Deeds, D. C.
Washington, D. C.

We, the undersigned natural persons of the age of eighteen years or more, acting as incorporators of a corporation under the Business Corporation Act (D. C. Code, Title 29, Chapter 9), adopt the following Articles of Incorporation for such corporation:

- FIRST: The name of the corporation is The Veterans Housing Rehabilitation Corporation.
- SECOND: The period of its duration is perpetual.
- THIRD: The purposes for which the corporation is organized are:
- a. To provide American Veterans from World War II, Korea and Vietnam with the incentives and opportunities to participate in America's free enterprise system, based on production and quality performance for increasing housing rehabilitation.
 - b. To create new jobs in housing rehabilitation and related energy functions, as well as relevant job training, while stimulating small business and free enterprise. Programs will also include teaching and demonstrating energy conservation for innercity and rural housing revitalization, while cutting Federal Government funding dependency for community redevelopment and non-profit community-based organizations.
- FOURTH: The aggregate number of shares which the corporation is authorized to issue is 10,000. Only the Common Stock class of stock is to be issued. The par value of each share of stock is to be ten cents (\$0.10).
- FIFTH: State the preferences, qualifications, limitations, restrictions and special or relative rights in respect to the shares of each class:
- There are no preferences, qualifications, limitations, restrictions and special or relative rights in respect to the shares of Common Stock.
- SIXTH: The corporation will not commence business until at least one thousand dollars has been received by it as consideration for the issuance of the stock.

FILED MAR 31 1981
BY 

SEVENTH: State the provisions limiting or denying to shareholders the preemptive right to acquire additional shares of the corporation:

None.

EIGHTH: State the provisions for the regulation of the internal affairs of the corporation:

There are no provisions at this time for the regulation of the internal affairs of the corporation; however, by-laws for the corporation are being drafted which will set forth in adequate detail provisions for regulating the internal affairs of the corporation.

NINTH: The address, including street and number, of the initial registered office of the corporation is: 14-T-Street, N. E., Washington, D. C. 20002, and the name of the initial registered agent at such address is: Cecil C. Byrd II, a resident of the District of Columbia. The address, including street and number where it conducts its principal business is: 14-T- Street, N. E., Washington, D. C. 20002.

TENTH: The number of directors constituting the initial board of directors of the corporation is three (3), and the names and addresses, including street and number and zip code, of the persons who are to serve as directors until the first annual meeting of shareholders, or until their successors are elected and shall qualify are:

<u>Name</u>	<u>Address</u>
Cecil C. Byrd II	14-T-Street, N. E., Washington, D. C. 20002
Donald D. Carruth	3306 Winnett Rd., Chevy Chase, Md. 20015
John L. Wilks	500 23rd St., N. W., Washington, DC 20037

ELEVENTH: The name and address, including street and number, of each incorporator is:

<u>Name</u>	<u>Address</u>
Cecil C. Byrd II	14-T-Street, N. E., Washington, D. C. 20002
Donald D. Carruth	3306 Winnett Rd., Chevy Chase, Md. 20015
John L. Wilks	500 23rd St., N. W., Washington, D. C. 20037

Date: March 31, 1981

Cecil C. Byrd II
Donald D. Carruth
John L. Wilks
(Incorporators)



NATIONAL BLACK VETERANS
ORGANIZATION

YVONNE D. AUSTIN
DIRECTOR, TECHNICAL ASSISTANCE

NATIONAL HEADQUARTERS
306 H STREET, N.W.
WASHINGTON, D.C. 20001

(202) 842-2944
or 842-2900

*FYI MORTON,
CECIL BYRD
842-2963*

CORPORATE
CAPABILITY STATEMENT

of

THE NATIONAL BLACK VETERANS ORGANIZATION

file

Prepared March 25, 1981

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I. INTRODUCTION

The National Black Veterans Organization, Inc., (NBVO) is a nonprofit, tax-exempt organization dedicated to serving the interest of veterans and their families by acting as an advocate organization for all veterans, particularly the disadvantaged and Black veteran. It is the aim of NBVO to ensure that each veteran has ample opportunity to lead a full and meaningful life.

NBVO was founded in 1976 in response to a vacuum in the ranks of veterans organizations. The traditional veterans groups (largely from a different era and cultural background) showed little empathy for the plight of those Black minority veterans returning to civilian life after Vietnam. Moreover, prior to the formation of NBVO, four-million Black veterans had no national voice and were not represented on any of the official executive boards or councils responsible to America's veterans.

NBVO was founded not only to assist and represent Black veterans, but to allow them an opportunity to utilize those leadership skills developed during their military careers for the betterment of their communities. Since its founding in the District of Columbia, NBVO has expanded to the cities of Los Angeles, California; Atlantic City and Newark, New Jersey; and Jackson, Mississippi.

Since its inception, NBVO has operated and managed a broad spectrum of programs to aid poor and disadvantaged minority persons. NBVO is now operating manpower, economic development/urban revitalization, recycling, discharge upgrading and a host of other programs for veterans and youths in the aforementioned cities. As a multi-disciplinary organization, NBVO offers its services to the private sector, nonprofit groups and organizations, and government agencies.

The following is a list of current NBVO programs:

- A discharge upgrading program in Washington, D.C.
- A U.S. Department of Labor contract to establish veterans' recruitment programs in ten cities.
- A veterans' outreach and employment service and a demonstration recycling program in Atlantic City, New Jersey funded through CETA.
- A veterans' outreach and employment program in Newark and Essex County, New Jersey.

- A CETA Title VI contract from the District of Columbia Government for veterans and youths in recycling operations.
- A CETA Title VI contract from the City of Los Angeles for veterans and youth.

II. STATEMENT OF CAPABILITY

Since its inception, the National Black Veterans Organization has operated a wide-range of programs offering a variety of services. We have enjoyed considerable success in our endeavors and have replicated programs that were successfully developed in Washington, D.C., in our other affiliate cities. Although the organization has managed many programs, our expertise can be grouped into the following ten areas:

- (1) Job Development and Placement. NBVO is now in its third year of operating successful recruitment, job development, and placement programs for veterans and youth funded by the U.S. Department of Labor. As a direct result of this success, the U.S. Department of Labor has funded NBVO to replicate this program in ten (10) additional cities across the nation. NBVO also has an excellent track record in encouraging employers to create OJT opportunities in private industry.

Through the combined efforts of all these programs, NBVO has developed almost five thousand jobs, referred over two thousand veterans to employment or training opportunities, contacted over seven thousand veterans and placed over thirteen hundred veterans in employment or training situations. The Washington, D.C. Office was responsible for the bulk of the success of this program.

Most of the persons who come to NBVO for employment assistance are either recently separated or Vietnam-era veterans who have been unemployed for six months or longer. Very few are employed and seeking better positions.

- (2) Discharge Upgrading. The NBVO Discharge Upgrading Program was instituted because there were so many requests for this kind of assistance. This program was recently funded by the D.C. Department of Employment Services. NBVO is mandated to upgrade the discharges of fifty percent of the veterans it represents before

the Discharge Review Board. Since this project began, NBVO has successfully upgraded the discharges of seventy-five percent of the veterans we represented.

NBVO presently has over fifty veterans in various stages of the process. We anticipate continued success with this program.

- (3) Counseling of Veterans. A large portion of the services NBVO offers boil down to counselling and acting as advocates for veterans. NBVO counsels veterans on the benefits they are entitled to and then assist them in securing said benefits from the Veterans Administration.

NBVO's job counselors often have to advise a veteran on how to present himself during a job interview to better his chances for getting the job. Additionally, NBVO often has to convince a discouraged veteran that there is still hope and that there is a job somewhere for him.

On occasion, all of NBVO's employees have listened to a veteran pour out his personal and family problems. We have referred these veterans to the proper programs and agencies where applicable or assisted them in whatever way we could.

During the discharge upgrading process, veterans are counselled and coached so that they can make a more favorable impression during their personal appearance before the Discharge Review Board. In every program to assist veterans that NBVO has operated, counselling and advocacy on the part of the veteran has played a major part.

- (4) Education. As an adjunct to its CETA Title VI and the Discharge Upgrading Programs in Washington, D.C., NBVO has established an educational program to assist CETA participants and veterans to improve their basic educational skills and work toward getting their GED's. This program has succeeded in sparking the interest of several persons who do not have high school diplomas and they are presently working toward this goal.

- (5) Recycling. NBVO operated a Demonstration Program for the Office of Minority Business Enterprise (U. S. Department of Commerce) to develop a front-end resource recovery system and an industrial processing center for the Washington Metropolitan Area. This program is operated in cooperation with CETA Title VI programs employing and training some 25 youths and veterans. Through this program, nearly two million pounds of high-grade wastepaper and 100,000 pounds of aluminum cans have been diverted from the municipal waste stream.
- (6) Housing Rehabilitation Program. NBVO has been more than 5 years in the development of a program that encompasses urban and rural revitalization. The result is a private enterprise Veterans Housing Rehabilitation Project. The project (when implemented) will provide quality housing in increased volume, create new jobs in housing rehabilitation and the range of energy-related jobs, employment and relevant job training, while stimulating small businesses and free enterprise. The concept of the project is to foster the cooperation of complementary programs in several agencies in order to develop and implement a program that will employ veterans, establish them in locally placed and locally based economic programs that will enable them to develop self-help skills, and establish their own small businesses by training them in undertaking their own businesses.
- (7) Media Production. NBVO provides complete media packaging to meet its clients' needs. A full range of services are available that conveys a client's message through the various stages of conceptualization, production and post production. NBVO excels in the development and production of broadcast quality television programming.
- (8) Marketing and Advertising. NBVO applies its talents to the development of effective marketing strategies and creative advertising campaigns. Beyond just the conceptual stage, NBVO can also implement these strategies and campaigns on behalf of the client. NBVO's background in these areas is greatly enhanced through an associate who brings to the organization over forty years of experience in various print and broadcast media, public relations, marketing and advertising.

- (9) Information Dissemination. In order to achieve maximum program impact, NBVO applies innovative thinking and management to product distribution and dissemination. NBVO's complete range of communications services include developing and implementing program distribution and networking strategies, at the local, national and international levels.
- (10) Education, Awareness and Public Advocacy. NBVO develops and produces television documentaries aimed at raising public awareness on major issues and concerns. NBVO is currently developing, producing, and managing the distribution of a variety of public information and public advocacy programming including news features, public service announcements, documentaries, and instructional video tapes for both public and private groups.
- (11) Security Training. NBVO's security guard training program will prepare individuals for a variety of occupations in the security field. The core course will encompass all of the requirements of the General Services Administration for contract guards while imparting to guards employed in the private sector basic skills. Advanced courses are planned in such areas as supervisory training, computer security, advanced firearms training, etc.

INTRODUCTION

The National Black Veterans Organization (NBVO) is a nonprofit tax-exempt leadership organization that assists veterans in achieving the best possible utilization of their leadership skills and training to build a better community for all Americans. NBVO provides equal assistance to veterans that need help in readjusting to the disruption of their civilian life by actively advocating better social and economic opportunities for all veterans.

In striving to build a more positive image for Vietnam-era Veterans in the community, NBVO supports more enlightened legislation for veterans, testifies before congressional committees, arduously searches for employment opportunities for veterans in the private sector and continuously monitors employment conditions and practices that adversely affect veterans.

NBVO was founded in reaction to a leadership vacuum. Prior to the formation of NBVO, four million Black Veterans had no national voice; they were not represented on any of the official Executive Boards or Councils responsible to America's Veterans. Given their unique personal experiences, training, and leadership skills, Black Veterans must become active in leadership at all levels in communities throughout this country. Black Veterans represent a segment of our society trained in leadership skills which should be used to begin a restructuring process.

The poor and the minorities have suffered disproportionately from the recent degeneration of our economy, which has added even greater weight to the burden of discrimination. NBVO has been successful in implementing employment and economic programs. However, latest unemployment data from the Department of Labor shows that over 30% of disabled and Black Veterans are unemployed.

It is NBVO's aim to ensure that each veteran has ample opportunity to lead a full and meaningful life. Through its Veterans Outreach Program, NBVO is searching to locate and identify qualified unemployed veterans throughout America who are seeking employment in the private sector. This unique program reaches unemployed veterans of both the noncommissioned as well as commissioned ranks. The special feature of the employment program is the occupational career plan. Using this plan and working with both the veteran and employer, assistance is provided to develop an ongoing career plan to maximize benefits to both employer and employee.

Assistance is provided in locating state and federal on-the-job training funds; and in addition, counseling and assistance is provided in locating qualified small minority veteran owned and operated businesses.

NBVO's community programs are directed at providing quality leadership when needed. As an action agency, NBVO is operating youth leadership and nutrition programs, and providing economic development assistance. Further, NBVO is a national leader in conservation and recycling. These programs are designed to conserve vital resources and to provide energy saving techniques and tools.

AN INVITATION TO SUPPORT

THE

NATIONAL BLACK VETERANS
ORGANIZATION

"DEDICATED TO PROVIDING
QUALITY LEADERSHIP"



**NATIONAL BLACK VETERANS
ORGANIZATION**

**629 F Street, N.W.
Washington, D.C. 20004
(202) 636-2399**



Aaron E. Henry, Chairman of the Board
Richard N. Hamilton, President

NATIONAL BLACK VETERANS ORGANIZATION

629 F Street, N.W.
Washington, D.C. 20004
(202) 638-2399

Dear Fellow American:

Each year the military releases thousands of veterans. Not for decades have American veterans returned to such difficult economic conditions as those being encountered at this time. In some ethnic age group classifications, veteran unemployment is as high as thirty percent.

Something must be done at once to relieve this unfortunate and unfair situation for our veterans. It is NBVO's aim to ensure that each veteran has ample opportunity to lead a full and meaningful life. In order to reach our goals we must have your support so that together we can provide representation and increased opportunity for our veterans.

The National Black Veterans Organization is a nonprofit, tax-exempt leadership organization dedicated to serving the interests of veterans and their families by serving as an advocate organization for all veterans, particularly disadvantaged and Black veterans.

This brochure will give you an idea of the types of leadership programs, projects, and benefits that NBVO now offers or is planning for the future. Your support and the support of the community is needed in order to advance and expand these efforts.

An application can be found on the next page of this brochure. Please take the time now to read, complete and mail this form to NBVO. We look forward to working closely with you as we continue to:

- Provide quality leadership
- Improve the quality of life of American armed services personnel, veterans, their dependents and survivors
- Advance the knowledge and usage of conservation to preserve natural resources
- Participate in the planning and development of economic policies that affect Americans
- Perfect methods for including all people who desire to participate in and perpetuate the free-enterprise system, and
- Alleviate the elements and conditions of racism and poverty.

Sincerely,

Richard N. Hamilton, President

NATIONAL BLACK VETERANS ORGANIZATION

629 F Street, N.W.
Washington, D.C. 20004

SUPPORTER APPLICATION

The National Black Veterans Organization is open to all American veterans. Non-veterans who support NBVO organizational policies are encouraged to support this unique leadership organization. NBVO is dedicated to fostering the American way of life. PLEASE SUPPORT US.

Name _____ Birth Date _____ SS# _____

Address _____ City _____ State _____

Zip Code _____ Telephone No. _____

Spouse's Name _____ No. of Dependents _____

Branch of Service _____ Year Entered _____ Year Discharged _____

I herein apply for Supporter in the National Black Veterans Organization, and enclose \$ _____ as a contribution.

Signature _____ Date _____

Your official Supporter's card will be sent from NBVO in the near future.

AN EQUAL OPPORTUNITY ORGANIZATION



NBVO PROGRAMS OF ACTION

The National Black Veterans Organization is doing something about the high unemployment levels of veterans.

NBVO is establishing jobs under its own employment programs and has established a recycling, weatherization, conservation and beautification program that hires and trains veterans and minority youth. This particular program is the prototype for a proposed network of similar environmental centers across the country.

NBVO is continually soliciting other Federal,

State, and local agencies in search of grant funds to be used by NBVO for the hiring of additional minority veterans.

Industry is being contacted to set aside jobs for the unemployed. They are being asked to increase their educational training programs to better prepare the veteran applicant and to participate in local and national JOB FAIRS where the veterans and the employer can meet face to face.

NBVO is also working closely with organizations at the grass roots level such as community action agencies. We are asking them to expand their efforts to recruit and employ veterans under the mandate of President Carter's HIRE program.

In our role of veterans advocate, NBVO, through its position papers and our Executives' appearances before Congressional Committees and cognizant Executive Agencies, is attempting to insure that the plight of the unemployed veteran is to be overlooked no longer.

NBVO can help communities provide jobs and assist veterans to find training and self-help programs. The support of the community and veterans, in return, is needed. This can best be demonstrated by sending in your Supporter application today.

Unemployment among veterans is only one of our concerns at NBVO. Through our VETERAN ADVOCACY policy we are determined to protect a veteran's human rights while still in service, and upon discharge.

CAREER COUNSELING will aid the veteran by assisting him in his choice of a career and in helping him to get the necessary education and training through his military benefits.

All of these benefits and many more are available to the members of NBVO. But benefits are not as important as the realization that THERE IS AN ORGANIZATION THAT DOES CARE about the disadvantaged and unemployed veteran AND IS DOING SOMETHING ABOUT IT!



Please help us and yourself by filling out the enclosed Supporter application.
PLEASE SUPPORT NBVO.



NBVO PROJECTS AND ACTIVITIES

The National Black Veterans Organization advocates better social and economic opportunities for all veterans by helping them to achieve the best possible utilization of their leadership skills and training to build a better community for all Americans. An enlightened national bi-partisan leadership campaign is being waged enthusiastically as NBVO assumes its rightful role in all major issues affecting the quality of life of veterans and their communities. NBVO is creating a national program to seek out and award recognition to outstanding community leaders.

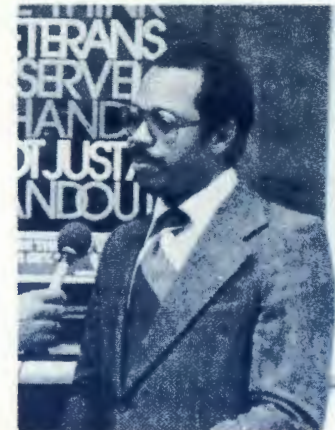
NBVO has organized and is administering a wholesome nutrition project in conjunction with the US Department of Agriculture and the Los Angeles Department of Education. On a year round basis NBVO daily feeds thousands of undernourished and underprivileged citizens in child, family, and group day-care centers in the greater Los Angeles area.

NBVO provides a number of services and projects for the community and is planning a major expansion of these activities. Ideas for new services and activities are encouraged from all of our supporters, our staff and other interested persons.

Nationally, NBVO has created several recycling and conservation programs that are aiding

in cleaning-up the environment while at the same time providing employment opportunities for veterans and youths. Community organizations participating in these recycling programs acquire a new source of income for special community projects.

NBVO analyzes employment data, income data and related information on veterans and prepares news articles, press releases and correspondence for distribution to veterans, the Administration and Congressional Committees.



NBVO provides employment counseling and placement assistance to all veterans as well as assistance to the Federal contractors and other private sector employers who seek qualified veterans for employment.



NBVO also provides technical assistance to veterans with small and minority businesses, particularly in the areas of Federal Procurement (8-A-Set Aside) requirements.

Federal Legislation publications are researched by NBVO staff who periodically prepare reports on issues and legislative actions affecting the benefits and status of veterans.

The National Black Veterans Organization can help veterans find jobs. NBVO can also help veterans find training and self-help programs. But NBVO needs the support of the veterans and the community, in return. This support can best be demonstrated by sending in your Supporter application today.

Please help us and yourself by filling out the enclosed application form now. SUPPORT NBVO TODAY.

Thank You



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ORGANIZATION**

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