



WINTER 2009

# VOICES *of* INCLUSION

A NEWSLETTER OF THE VIRGINIA CENTER FOR INCLUSIVE COMMUNITIES

## Inclusive Communities CEO Announces Retirement

Dr. Jeffrey B. Spence Recently Marked 30 Years of Service to Human Relations Organization

On June 30, 2009, the Rev. Dr. Jeffrey B. Spence will conclude his tenure as President & CEO of the Virginia Center for Inclusive Communities. His service to this organization dates back to 1978, when he became the Executive Director of the Kansas City Region of the National Conference of Christians and Jews. Two years later, in 1980, he became the Executive Director of the NCCJ-Virginia Region, the predecessor organization to the Virginia Center for Inclusive Communities.

"We will be forever grateful to Jeff for his many years of work for the improvement of human relations in Virginia," notes Christine N. Thomas, State Board Chairman. "Under his leadership, our organization built an impressive array of programs for students,

clergy, and law enforcement professionals throughout the 1980's, 1990's, and today."

Most recently, Jeff's work has been focused on managing the Virginia Center for Inclusive Communities' transition to an independent 501c3 organization. FY08, our third year as an independent organization, saw unprecedented successes in programming, fund development, and community outreach.

The Board of Directors has named Mr. Jonathan C. Zur as the next President & CEO. Jeff and the board are working closely with Jonathan, the current Chief Operating Officer for Inclusive Communities, to coordinate a smooth and successful transition.

**Read Jeffrey B. Spence's message on page 2**



The 2008 Harold M. Marsh, Sr. Connections Institute brought together nearly 60 high school students from across Virginia to break barriers, deal with biased behavior, and develop action plans to reduce prejudice in their schools. In the words of one participant, "Connections was a life changing experience everyone should have. It has given me the ability to create change." 2008 marked the 16th summer that Connections was held. Pictured are a group of student participants with volunteers Marc Cheatham (1993 Connections graduate) and Courtney Seavey (2006 Connections graduate).

## Inclusive Workplaces Initiative Receives High Praise

Professional Development a Growing Area of Work

Since 2006, the Virginia Center for Inclusive Communities has tripled the number of adult workplace programs offered. Through the Inclusive Workplaces Initiative, our organization provides consultation, support, and training to businesses, educational institutions, and non-profit organizations across Virginia. Programs are designed to maximize teamwork, productivity, employee retention, customer service, and service delivery.

Recent Inclusive Workplaces Initiative programs include sessions for educators focused on "Ensuring Inclusive Curriculum," Navigating Race in Schools," and "Responding to Bullying and Harassment." Workshops and retreats for businesses and non-profit organizations have focused on "Building Skills for Effective Dialogue," "Exploring the Roots of Prejudice," and Stages of Development for Inclusive Organizations."

**Learn more about the Inclusive Workplaces Initiative on page 3.**



## Message from the President & CEO

The Rev. Dr. Jeffrey B. Spence

In the nearly thirty-one years of my work with this organization, I have been witness to and involved in a lot of history. Upon my retirement in July, I will have overseen 132 fund raising dinners, thousands of programs, and a seven-fold growth in our work. I am very proud that our organization is today in the best financial shape it has ever been, with the strongest and most cohesive staff, and the finest and most dedicated volunteer board members we have ever had.

Our success over the years is a direct result of the generosity of both individual and corporate citizens who have given us their financial, personal, and moral support as we have worked to reduce and defeat the scourge of prejudice in our society. If the Virginia Center for Inclusive Communities has been successful in making Virginia a better place in which to live for all of us, it is because we have been successful in telling you our story that both Virginia and America are at their best when they are the most inclusive. You have responded to that powerful message with your time, your talent, and your treasure. For that generosity, I will always be grateful.

Perhaps the most important change in our local organization's history took place in 2005 when we were rolled out by the NCCJ into an independent 501c3 not-for-profit corporation now known as the Virginia Center for Inclusive Communities. This significant change has allowed us to continue our historic work while guaranteeing to our supporters that every dollar we raise in Virginia stays in Virginia. In addition, I am happy to note that this change has resulted in a major increase in our program outreach such that we now directly reach over eight thousand people with our programs every year.

CEO's Message continued on page 7

## Chapter News

- **Lynchburg Chapter** - The most successful Humanitarian Awards Dinner in chapter history took place on May 29, 2008. Kenneth R. Garren, President of Lynchburg College, chaired the event that honored George W. and Rosemary C. Dawson, Stuart C. Fauber, Laura Munson, and Sterling A. Wilder. Plans continue for a Project Inclusion program for E.C. Glass High School in March and for the May 28, 2009 Humanitarian Awards Dinner, which is being chaired by Darrel W. Staat, President of Central Virginia Community College.
- **Peninsula Chapter** - McKinley L. Price, DDS is Chairman of the chapter's 41st annual Humanitarian Awards Dinner on February 26, 2009. The event will recognize Michael G. Anastasiou, Paul W. Garman, Pamela W. Hammond, Charlie W. Hill, Sylvia H. Scholnick, and Wesley W. Wilson. The chapter continues to hold two Project Inclusion sessions annually for all of the high schools in the Newport News Public Schools, and will conduct a Project Inclusion session for Hampton High School in February. Student graduates of Project Inclusion led a PEOPLE to PEOPLE presentation with Inclusive Communities staff in October.
- **Richmond Chapter** - Led by Dinner chairman Peter J. Bernard, CEO of Bon Secours Virginia, the following people were recognized at the chapter's Humanitarian Awards Dinner on October 23, 2008: Charles F. Bryan Jr., David D. Burhans, Darcy S. Oman, Mark B. Sisisky, and Wyatt Tee Walker. Also in October, the chapter sponsored the 8th Annual Prejudice Awareness Summit for nearly 200 middle school students. Project Inclusion was held for local high schools in December in partnership with ROSMY, and the Allies Institute was conducted for the University of Richmond in January.
- **Tidewater Chapter** - The chapter's 45th annual Humanitarian Awards Dinner will be held on April 2, 2009. Chaired by John R. Morison, well-known community leader and former President & CEO of WHRO, the event will recognize John R. Broderick, Charles R. Henderson Jr., Miriam Seeherman, and Louisa M. Strayhorn. The theme of this year's NEXUS Interfaith Dialogue Series is "Questioning Faiths: Open Windows and Revolving Doors." Chapter board members continue to plan and brainstorm for programs to be conducted in area middle and high schools.

## Building Inclusive Schools Monthly Email Update

Resource Shared with Hundreds of Educators

**T**he Virginia Center for Inclusive Communities has developed an email update that is sent to hundreds of educators each month in an effort to support their ongoing efforts to promote inclusion, challenge assumptions, and advance understanding in their schools. Known as “Building Inclusive Schools,” the email includes best practice activities, curriculum ideas, essay contests, potential funding sources, and research. “We are so pleased to be able to offer this resource as a way to maintain relationships with and provide ongoing assistance to educators all across the Commonwealth,” notes Jonathan C. Zur, Chief Operating Officer.

Each month’s update focuses on a different theme, with topics including ability status, body image, bullying, class/socio-economic status, conflict resolution, gender, leadership, race/ethnicity, religion, and sexual orientation. A special feature of the updates is the opportunity to profile follow-up activities conducted in schools that have participated in Inclusive Communities programs, including Connections, the Prejudice Awareness Summit, and Project Inclusion.

## A Conversation Among Friends

Dialogue Between Jewish and Christian Clergy

**F**or the past year, key Christian and Jewish religious leaders in the metropolitan Richmond area have been meeting to build relationships and discuss issues critical to inter-religious understanding. Using the text “Irreconcilable Differences? A Learning Resource for Jews and Christians,” the clergy have held monthly discussion groups focused on such issues as ethics, holy texts, public prayer, Israel, redemption, sin, and suffering in religious contexts.

“These are critical times for Christian and Jewish clergy to explore together how we understand our respective faith traditions. In doing so, we can be more effective in working across religious lines to break down barriers of misunderstanding,” said convener of the dialogue group, Jeffrey B. Spence, President & CEO of Inclusive Communities.

After completing a year of discussion, the group decided to continue holding monthly meetings, and have invited additional clergy to join them. Members are now exploring the text “A History of God,” by Karen Armstrong.

## Inclusive Workplaces Initiative [continued]

Feedback from Inclusive Workplaces Initiative programs has been outstanding. Below is a sampling of recent participant comments:

- **“Thanks for doing such a thoughtful and effective job in presenting to our faculty. A large number of people told me how much they appreciated the program.”**
- **“It was a skillfully presented and engaging program. Handouts were excellent.”**
- **“The presentation was done in a very safe and positive manner that encouraged teachers to really think about how we handle hot topics and sensitive issues in the classroom.”**
- **“We had one of the deepest and most soulful discussions that we’ve ever had!”**
- **“Most open and honest dialogue we’ve had in the team.”**
- **“Good balance of giving us information and then practicing the skills in small group discussions.”**
- **“Enhancing, challenging, collaborative, engaging.”**
- **“The material covered was important and relevant. The activities and exercises helped make the material personal and experiential.”**
- **“The retreat gave me tools to deal with some of the negative dynamics at my workplace. In examining the role of prejudice, I am more well-equipped to right it.”**
- **“We definitely benefit from this great partnership with your organization.”**

The Virginia Center for Inclusive Communities is pleased to expand our program work in this important area. Contact us to learn more about how your school or office can benefit from the Inclusive Workplaces Initiative.

# Honor Roll of Givers FY08 [ended June 30, 2008]

**Virginia Center for Inclusive Communities** gratefully recognizes the financial gifts of the individuals and institutions whose generosity provides the means to fulfill our mission. The following gifts were made between July 1, 2007, and June 30, 2008 (fiscal year FY08).

## Givers \$10,000 and Above

Dominion Virginia Power-Richmond  
Mr. & Mrs. William H. Goodwin, Jr.  
Langley Federal Credit Union  
R.E.B. Foundation  
Riverside Health System

## Givers \$5,000 through \$9,999

Bon Secours Virginia  
Genworth Financial  
GroundWork Design  
MeadWestvaco  
Old Point National Bank  
Owens & Minor, Inc.  
Philip Morris USA - Altria  
Mr. & Mrs. Richard L. Sharp  
SunTrust - Richmond  
TowneBank  
University of Richmond  
Virginia Port Authority VIT/VPA

## Givers \$1,500 through \$4,999

Mrs. Carolyn Abbitt  
Albemarle Corporation  
Mr. Charles C. Allen  
Anthem Blue Cross Blue Shield  
Babcock & Wilcox Company  
Bank of America Foundation  
Mrs. Clay H. Barr  
BB&T - Newport News  
BB&T of Hampton Roads  
Benedetti & Farris LLC  
Dr. Virgie M. Binford  
Birdsong Corporation  
Mr. William C. Boineist  
Bon Secours Hampton Roads  
Mr. Todd C. Bridgford  
Cary Street Partners  
Centra Health, Inc.  
Cherry, Bekaert & Holland LLP  
Christian Children's Fund, Inc.  
CIGNA HealthCare of VA  
City of Newport News  
City of Norfolk  
City of Norfolk - Development  
City of Virginia Beach  
Collegiate School  
County of Henrico  
Daily Press  
Davenport & Company LLC  
Deloitte & Touche  
Dominion Physical Therapy  
Earl Industries LLC  
English Construction Company  
Ferguson Enterprises  
Gumenick Management Co.  
GVA Advantis  
Mr. Brenton S. Halsey  
Hampton University

Hilb, Rogal & Hobbs Co. of VA  
Hunton & Williams  
ILA Hampton Roads District Council  
James River Air Conditioning Co.  
Johnson Inc.  
KPMG, LLP  
LandAmerica Financial Group  
Lansing Building Products  
Lynchburg College  
Lynchburg Retail Merchants Fdtn.  
Markel Corporation  
Massey Cancer Center, VCU  
McCandlish Holton, PC  
Newport News Public Schools  
Northrop Grumman Shipbuilding  
Page Auto Group  
Mr. & Mrs. Stanley Pauley  
Performance Food Group  
Pomoco Auto Group  
Prestige Press, Inc.  
PricewaterhouseCoopers LLP  
Qimonda North America-Richmond  
Mr. William T. Saunders, Jr.  
Scott Insurance  
Sentara Healthcare  
Mr. Robert F. Shuford  
Sixth Mount Zion Baptist Temple  
Southern Health  
SunTrust - Hampton Roads  
SunTrust - Newport News  
Supervalu Co. / Richfood Fdn  
Thompson, Siegel & Walmsley  
Tidewater Community College  
Triad LC (La Difference)  
Universal Leaf Tobacco Co.  
Vandevert Black LLP  
Verizon Foundation  
Virginia Commonwealth University  
Virginia Union University  
Wachovia Bank - Richmond  
Wall, Einhorn & Chernitzer, P.C.  
YMCA of Greater Richmond

## Givers \$500 through \$1,499

Ms. Carolyn Abron-McCadden  
American Red Cross - Greater Richmond Chapter  
Appalachian Power Co (AEP)  
Delegate Mamye E. BaCote  
Bank of America - Norfolk  
Bank of America - Richmond  
Bank of the James  
Dr. & Mrs. Bruce Barr  
Rev. Melvin T. Blackwell  
Dr. Hazel Garrison Bonner  
Boy Scouts of America  
Mr. Charlie C. Boyd, Jr.  
Mrs. Joan P. Brock  
Ms. Wendy Jo Einhorn Brodsky  
Mr. & Mrs. Rudolph H. Bunzl  
Dr. David D. Burhans  
C. B. Fleet Company, Inc.  
C. Kenneth & Dianne Wright Fdtn.  
Campbell Insurance  
Canon Virginia, Inc.  
CarMax Inc.  
Mrs. Susan A. Carrington  
Central Virginia Community College  
Charter Leasing Corp.  
Checkered Flag Motors  
Chesapeake Corporation  
Mr. Thomas N. Chewning  
Christian & Barton, LLP  
Christian Broadcasting Network  
City of Hampton  
City of Virginia Beach Economic Development

Colfax Corporation  
Colony Properties & Investments  
The Community Foundation: *Philip W. & Nathalie L. Klaus Fund*  
Congregation Beth El  
Council for America's First Freedom  
Cycle Systems, Inc.  
David, Kamp & Frank, LLC  
Mr. & Mrs. George W. Dawson  
Dr. Gilbert F. DeBiasi  
Mrs. Georgia M. Delbridge  
Dodson Bros. Exterminating Co  
Dominion Virginia Power-Peninsula  
Dominion Virginia Power-Norfolk  
Mr. Peter K. Doyle  
Drucker & Falk  
Edmunds & Williams PC  
Dr. Bernard I. Einhorn  
Ernst & Young LLP  
Imam Vernon M. Fareed  
Farm Fresh Charitable Fdn  
Mr. Stuart C. Fauber  
Mr. A. J. Z. Firestone  
First Baptist Church of Hampton  
First Market Bank  
Ms. Bobbie B. Fisher  
Franklin Federal S & L  
Dr. Edward R. George  
Georgetown Enterprises, Inc.  
Goodman & Company  
Mrs. Ellen S. Gross  
H & H Grandis Properties  
Mr. William A. Harrison, Jr.  
Mrs. Norma B. Harvey  
Harvey Lindsay Commercial RE  
Dr. & Mrs. Charles Hecht-Leavitt  
Hilltop Copeland Associates  
Hirschler Fleischer  
Hospital Hospitality House  
Hourigan Construction  
Huff, Poole & Mahoney PC  
Dr. George A. Hurt  
Int'l Longshoreman's Assoc. - Local 1248  
Jaffe Caplan Fleder  
Dr. Allix B. James  
Jewish Community Federation of Richmond  
Jewish Family Services Inc.  
Mr. & Mrs. Charles M. Johnson III  
Joseph W. Bilely Co.  
Mrs. Betsy O. Karotkin  
Ms. Linda H. Kaufman  
Kaufman & Canoles - Norfolk  
Keiter Stephens Hurst Gary & Shreaves  
Dr. John W. Kinney  
Kitchen Designworks KDW Home  
KPMG - Norfolk  
KPMG LLP - Richmond  
Lake Taylor Transitional Care Hospital  
LeClair Ryan  
Dr. & Mrs. Phillip M. Levy  
Dr. Guy G. Levy  
Mrs. Eleanor L. Lipkin  
Livas Group Architects, P.C.  
Lynchburg Community Action Group  
Lynchburg Jewish Community Council  
M. K. Taylor Jr. Contractors, Inc.  
MacArthur Center  
Mark Barr Companies Inc.  
Martinair Inc.  
Mary Immaculate Hospital - Bon Secours  
McGuireWoods LLP

Media General, Inc.  
Mr. & Mrs. Joseph Mersel  
Rev. Robert G. Moore, III  
Rev. Herbert R. Moore, Jr.  
Ms. Laura B. Munson  
Mr. John G. Myers, Jr.  
NewMarket Corporation  
The News and Advance  
Mrs. Ellen Nygaard  
Ms. Mary Beth O'Hara  
Old Dominion University  
Patient Advocate Foundation  
The Penrod Company  
People to People  
Piedmont Community Health Plan  
Mrs. Patricia W. Plaisted  
Mr. & Mrs. James N. Plotkin  
Mrs. Catherine S. Plotkin  
Presbyterian Homes & Family Services  
R. R. Donnelley Printing  
RBC Centura  
Mr. & Mrs. E. Scott Rigell  
Mr. Gilbert M. Rosenthal  
Mrs. Sara Jo Rubin  
S & K Menswear  
Salvation Army  
Schewel Furniture Company  
Schwarzschild Fund  
Cong. Robert C. Scott  
Scott & Stringfellow Inc.  
Mr. Ward R. Scull, III  
Southeastern Institute of Research  
St. Christopher's School  
St. Joseph's Villa  
Stanton Partners, Inc.  
SunTrust - Lynchburg  
Susan Bailey & Sidney Buford  
Scott Trust  
Mr. Charles G. Thalheimer  
Thalheimer Inc.  
Third Baptist Church  
Ms. Christine N. Thomas  
Mr. Frank J. Thornton  
Mrs. Marian Bear Ticatch  
Tidewater Jewish Foundation  
Toan & Associates  
Ukrop's Super Market  
United Jewish Federation of Tidewater  
Unity Church of Tidewater  
VA Peninsula Chapter of 100 Black Men  
Delegate Shannon Valentine  
VCU School of Business Fdn  
Wachovia Bank - Lynchburg  
Wachovia Bank-Newport News  
Wachovia Bank - Norfolk  
WAVY-TV & FOX 43  
Weinstein Jewish Community Center  
Mr. & Mrs. James M. Wells, III  
Wells, Coleman & Co. LLP  
WHRO  
Wiley & Wilson  
William E. Rouse Library  
Williams Mullen-Newport News  
Williams Mullen - Richmond  
Woodfin Oil Co.  
WSET Inc.

## Givers up to \$500

1st Advantage Federal Credit Union  
The 200+ Men Foundation  
Mr. & Mrs. Leonard B. Aaron  
Abbitt Management Inc.



# Honor Roll of Givers FY08 [ended June 30, 2008]

AECAS Corporation  
 Allen Richter & Company  
 Ms. Beatriz A. Amberman  
 An Achievable Dream  
 Dr. Marika E. Anthony  
 AREVA NP Inc.  
 Mrs. Effie C. Ashe  
 Mr. Wilbert E. Ashe, Jr.  
 Dr. Daniel G. Bagby  
 Mrs. Suzanne Barr  
 Mr. Paul D. Barringer  
 Dr. & Mrs. Alan G. Bartel  
 Mr. Christopher M. Beale  
 Dr. & Mrs. Calvin L. Belkov  
 Mr. & Mrs. Scott Belleman  
 Ms. Golden H. Bethune-Hill  
 Sister Cora Marie Billings R.S.M.  
 Dr. Robert P. Black  
 Mrs. Margaret Blackwell  
 Mr. & Mrs. Irving Blank  
 Cong. Thomas J. Bliley, Jr.  
 Ms. Claudette Blount  
 Dr. Timothy Tee Boddie  
 Dr. Robert D. Bonner  
 Mr. Raymond H. Boone, Sr.  
 Mr. & Mrs. John R. Bower  
 Mr. Michael V. Bradford  
 Mr. & Mrs. Louis Brenner  
 Mr. Gerald R. Brink  
 Mr. J. Alfred Broadbudd, Jr.  
 Mr. Anthony A. Burke  
 Mr. Sam C. Canavos  
 Mr. Matthew D. Caplice  
 Mr. Gladstone L. Chandler  
 Mr. Marc W. Cheatham  
 City of Hampton Department  
 of Development  
 Mrs. Herbert A. Claiborne  
 Mr. V. Lee Cobb  
 Mr. Gilliam M. Cobbs, Sr.  
 Mr. & Mrs. Harry A. Cohen  
 Community Funeral Home  
 Congregation Beth Ahabah  
 Mrs. Deborah W. Conley  
 Ms. Bettie Minette Cooper  
 Mr. Erik S. Cooper  
 Mrs. Patricia B. Coukos-Polley  
 Mrs. Josee' Galle' Covington  
 Mr. Walter W. Craigie  
 CRT / tanaka  
 Mr. R. Breckenridge Daughtrey  
 Ms. Gwendolyn S. Davis  
 dia: Dave Iwans Associates  
 Mr. & Mrs. Glenn G. Dillon  
 Mr. & Mrs. Stanley W. Drucker  
 Dudley Cooper Realty Corp.  
 Mr. & Mrs. Gary R. Duerk  
 Dwight Snead Landscaping &  
 Paving Co.  
 Mrs. Lois F. Einhorn  
 Mrs. Anita S. Elcan  
 Mr. & Mrs. Frederick N. Eloffson  
 Mrs. Sheila C. Epps  
 Mr. H. C. Epps  
 Faneuil Inc.  
 Mr. & Mrs. Rodger W. Fauber  
 Mr. Howard Feller  
 Mrs. Yvonne T. Ferguson  
 Mr. Jack Paul Fine  
 Mr. & Mrs. Andrew Fink  
 First Baptist Church Jeffers Park  
 First National Bank of Altavista  
 Mr. G. S. Fitz-Hugh, Jr.  
 The Hon. Joan Foster  
 Dr. & Mrs. John Foster  
 Mr. Richard Fowler

Dr. & Mrs. David W. Frantz  
 Mr. Leslie H. Friedman  
 Dr. & Mrs. Samuel P. Fuller  
 Dr. Kenneth R. Garren  
 Dr. William E. Gayle, Jr.  
 Mr. & Mrs. Robert H. Gillette  
 Dr. & Mrs. Gordon D. Ginder  
 Dr. & Mrs. Stan Glasofer  
 Cantor Frances T. Goldman  
 Ms. Katherine M. Gray  
 Greif - Riverville Mill  
 Ms. Joanne W. Griggs  
 Mr. Russell Guilbeau  
 Gunst Corporation  
 Mr. John H. Hager  
 Mr. James M. Haggard  
 Dr. & Mrs. Kenneth L. Hallman  
 Hampton Roads Mgmt. Assoc.  
 Hampton Roads Partnership  
 Hampton Roads Transit  
 Ms. Helen Epps Harris  
 Mrs. Marie W. Harris  
 Mr. David Harris  
 Haynes Furniture Co., Inc.  
 Mr. & Mrs. Herbert L. Heltzer  
 Mr. Vernard W. Henley  
 Hermitage High School  
 Mr. David A. Herrick  
 Ms. Melissa T. Hespenhide  
 Mr. & Mrs. Paul O. Hirschbiel Jr.  
 Dr. & Mrs. Louis W. Hodges  
 Mr. Christian A. Hoeser  
 Mr. Thaddeus B. Holloman, Sr.  
 Mrs. Josephine J. Holt  
 Mr. Yuille "Skipper" Holt, III  
 Dr. J. Shelton Horsley, III  
 Dr. & Mrs. S. Harold Horwitz  
 Dr. & Mrs. Peter W. Houck  
 Mrs. Janet M. Hunley  
 Ms. Betty G. Hutzler  
 IAT International  
 Irving May & Edith H. May Fdn  
 Ms. Kelly T. Jackson  
 Judge & Mrs. Marc Jacobson  
 Mr. & Mrs. Wm. E. Jamerson Jr.  
 Dr. Raymond J. Jirran  
 Mr. & Mrs. Curtis J. Johnson  
 Mr. & Mrs. James A. Johnson  
 Mr. L. W. Johnson, Jr.  
 Ms. Linda K. Johnson  
 Mr. Ty Joubert  
 Jubilee Family Development Ctr  
 Mr. Daniel Jungkuntz  
 Miss Ettalea E. Kanter  
 Mr. & Mrs. J. Jerry Kantor  
 Mr. & Mrs. Paul E. Kaplan  
 Kappa Alpha Psi Fraternity  
 Ms. Mimi Sunshine Karesh  
 Dr. Mohammad A. Karim  
 Dr. & Mrs. Edward H. Karotkin  
 Ms. Debra M. Keeling  
 Mr. Robert P. Kegley  
 Kelleher Heating & Cooling  
 Mr. & Mrs. Albert S. Kemper III  
 Ms. Kay Kesser  
 Mr. & Mrs. C. Curtis Kimbrell III  
 Dr. Andrew I. Kohen  
 Mr. & Mrs. Paul Kolodny  
 Rev. Joyce Kramer  
 Kramer Tire Company, Inc.  
 Ms. Cathy E. Krinick  
 Mr. & Mrs. Martin J. Krinick  
 Kroger Company  
 Lackey Saunders Co. Inc.  
 Mr. Ed Ladd  
 Dr. & Mrs. Robert B. Laibstain

Mr. & Mrs. Murrell T. Landrum  
 Mr. Roy H. Lasris  
 Ms. Donna Hughes Latta  
 Lawrence J. Goldrich Foundation  
 Mr. & Mrs. Gregory F. Lawson  
 Mr. & Mrs. Kevin C. Lefcoe  
 Ms. Sandra Porter Leon  
 Mr. Richard M. Lerner  
 Dr. Wayne D. Lett  
 Mr. Bernard J. Levey  
 Mr. & Mrs. Eugene M. Levin  
 Mr. & Mrs. Gilbert Levin  
 Dr. Edward L. Lilly  
 Living the Dream, Inc.  
 Mr. & Mrs. Richard Lombart  
 Ms. Patricia Long  
 Mr. & Mrs. David M. Long  
 Ms. Beth H. Long  
 Senator L. Louise Lucas  
 Luck Stone Foundation  
 Lynchburg City Public Schools  
 M & G Sales Co., Inc.  
 M. H. West & Co. Inc.  
 Mr. Nathaniel X. Marshall  
 Mr. & Mrs. Horace P. McNeal  
 Dr. Sudhir C. Mehrotra  
 Mellen Street Graphics  
 Mr. Peter M. Mellette  
 Meridian Group  
 Senator Yvonne B. Miller  
 Monarch Bank  
 Mr. & Mrs. Ed Montgomery  
 Judge Norman K. Moon  
 Mr. John R. Morison  
 Mr. & Mrs. Frank Mountcastle  
 Mr. & Mrs. B. B. Munford, III  
 Mrs. John G. Myers  
 N. B. Handy Company  
 Mr. & Mrs. Wm. M. Nachman  
 Ms. Sonya R. Nachman  
 Mrs. Helen A. Nachman  
 Mr. Alex M. Newmark  
 Newport Management Co.  
 The Norfolk Foundation  
 Mr. & Mrs. Morton P. Norman  
 Mrs. Jean M. Oast  
 Ophthalmology Center  
 Parker, Pollard & Brown, PC  
 Parsons Brinckerhoff  
 Mr. & Mrs. L. Kimball Payne III  
 Ms. Selma Petock  
 Mrs. Mae Barbee Pleasant  
 Mr. Robert Dean Pope  
 Dr. McKinley L. Price  
 Dr. Kathryn M. Pumphrey  
 Dr. William F. Quillian Jr.  
 Mr. Medford (Bud) G. Ramey  
 Dr. Paul B. Rasor  
 RBC Centura  
 Mr. & Mrs. Myron H. Reinhart  
 Ms. Linda B. Richardson  
 Mr. Bernard Rivin  
 Ms. Angela M. Robinson  
 Rodef Sholom Temple  
 Mr. & Mrs. William T. Roos  
 Mr. A. P. Roosendaal, II  
 Mr. Kurt Rosenbach  
 Mrs. Lila A. Rosenthal  
 Ms. Lucy Guggenheimer Ross  
 Dr. & Mrs. Thomas B. Rothrauff  
 Ms. Shanda K. Rowe  
 Dr. Patrick J. Russo  
 Dr. Muhammad S. Sahli  
 Saint Augustine's College  
 Mr. & Mrs. Irvin Salken  
 Dr. & Mrs. Mark A. Salvaggio

Mr. & Mrs. Stanley Samuels  
 Ms. Cindy Sanchez  
 Senator Elliot S. Schewel  
 Mr. Marc A. Schewel  
 Dr. Alvin J. Schexnider  
 Mr. James A. Segall  
 Mr. Joseph M. Seiffert  
 Select Bank  
 Sentara Healthcare  
 Short Commercial Acquisitions  
 Silverman Furs  
 Mr. Edward A. Smith, III  
 Drs. Han & Kim Song  
 Southern Air, Inc.  
 Southern Tile Distributors, Inc.  
 Mr. Hobart Speegle, Jr.  
 Dr. Jeffrey B. Spence  
 Mrs. Emmie G. Spencer  
 Mr. & Mrs. Nicholas A. Spinella  
 Spiritual Assembly of Baha'is  
 of Richmond  
 Ms. Cassandra Stoddart  
 Mr. Harold P. Straus  
 Mr. Richard E. Strauss  
 Mr. & Mrs. William A. Stuart II  
 Bishop Walter F. Sullivan  
 Mr. Michael Suttle Jr.  
 Mr. Thomas A. Taylor  
 Rev. & Mrs. Robert L. Taylor  
 Temple Beth-El  
 Temple Israel  
 Mr. Richard L. Thalhimier  
 TNT (Thomas) Apartments  
 Colonel James H. Tormey  
 Mr. Clarence L. Townes Jr.  
 Adm. Harry D. Train II  
 Ms. Sara R. Trub  
 Mrs. Cecelia T. Tucker  
 Mr. Stuart J. Turille  
 United Jewish Community of  
 the Virginia Peninsula  
 United Way Greater Richmond  
 United Way of South Hampton  
 Roads  
 United Way of VA Peninsula  
 Mr. W. Kent Van Allen  
 Mrs. C. Ann van de Graaf  
 Dr. Alok K. Verma  
 Virginia Historical Society  
 Virginia Transfer & Storage Co.  
 W. M. Jordan Company  
 Ms. Jody M. Wagner  
 Ms. Rosanne D. Walters  
 Warwick Plumbing & Heating  
 Mr. Howard Waters  
 Mrs. Elaine C. Watson  
 Watts Petroleum Corp.  
 Mr. Fred Westphal  
 Mr. & Mrs. Kenneth S. White  
 Dr. & Mrs. Roger N. Whiteway  
 Whitman Requaardt & Associates  
 Mr. Sterling A. Wilder  
 Ms. Patricia A. Wilkerson  
 Dr. & Mrs. Albert H. Wilkinson  
 Ms. Shirley M. Wills  
 Winn Nursery of Virginia, Inc.  
 Mr. & Mrs. Robert C. Wood, III  
 Mr. & Mrs. Wesley Wright, Jr.  
 Mr. Lucius C. Wyatt  
 Ms. Nhu Yeargin  
 Dr. Chris S. Zambas  
 Zel Technologies

# Honor Roll of Givers FY08 [ended June 30, 2008]

## Special thanks to Givers in the 2008 "Partners for Inclusion" Campaign

Ms. Carolyn Abron-McCadden  
Ms. Beatriz A. Amberman  
Dr. Marika E. Anthony  
Delegate Mamye E. BaCote  
Mr. Christopher M. Beale  
Rabbi Martin Beifeild  
Ms. Golden H. Bethune-Hill  
Sister Cora Marie Billings  
Mrs. Margaret Blackwell  
Dr. Timothy Tee Boddie  
Dr. Hazel Garrison Bonner  
Mr. Charlie C. Boyd, Jr.  
Mr. Michael V. Bradford  
Mr. Gerald R. Brink  
Ms. Wendy Jo Einhorn Brodsky  
Dr. David D. Burhans  
Mr. Anthony A. Burke  
Mr. Sam C. Canavos  
Mr. Matthew D. Caplice  
Mr. Marc W. Cheatham  
Ms. Bettie Minette Cooper  
Mr. R. Breckenridge Daughtrey  
Dr. Gilbert F. DeBiasi  
Mrs. Georgia M. Delbridge  
Mr. Peter K. Doyle

Dr. Bernard I. Einhorn  
Imam Vernon M. Fareed  
Mrs. Yvonne T. Ferguson  
Mrs. Bobbie B. Fisher  
Mr. G. S. Fitz-Hugh, Jr.  
Dr. Kenneth R. Garren  
Cantor Frances T. Goldman  
Mr. & Mrs. Morton Goldmeier  
Mrs. Ellen S. Gross  
Mr. Russell Guilbeau  
Mrs. Norma B. Harvey  
Mr. & Mrs. Herbert L. Heltzer  
Ms. Melissa T. Hespenshide  
Mr. Thaddeus B. Holloman, Sr.  
Mr. Yuille "Skipper" Holt, III  
Mr. Kelly T. Jackson  
Dr. Allix B. James  
Mr. Ty Joubert  
Miss Ettalea E. Kanter  
Dr. Mohammad A. Karim  
Mrs. Betsy O. Karotkin  
Ms. Debra M. Keeling  
Dr. John W. Kinney  
Dr. Andrew I. Kohen

Rev. Joyce Kramer  
Ms. Donna Hughes Latta  
Ms. Sandra Porter Leon  
Mr. Richard M. Lerner  
Dr. Wayne D. Lett  
Dr. Guy G. Levy  
Mrs. Eleanor L. Lipkin  
Mr. Nathaniel X. Marshall  
Dr. Sudhir C. Mehrotra  
Mr. Peter M. Mellette  
Rev. Herbert R. Moore, Jr.  
Rev. Robert G. Moore, III  
Mr. John G. Myers, Jr.  
Ms. Sonya R. Nachman  
Ms. Mary Beth O'Hara  
Mrs. Patricia W. Plaisted  
Dr. McKinley L. Price  
Dr. Kathryn M. Pumphrey  
Mr. Medford (Bud) G. Ramey  
Dr. Paul B. Rasor  
Ms. Angela M. Robinson  
Mr. A. P. Roosendaal, II  
Ms. Lucy Guggenheimer Ross  
Ms. Shanda K. Rowe

Mrs. Sara Jo Rubin  
Dr. Patrick J. Russo  
Dr. Muhammad S. Sahli  
Ms. Cindy Sanchez  
Mr. Marc A. Schewel  
Dr. Alvin J. Schexnider  
Schwarzschild Fund  
Mr. Ward R. Scull, III  
Drs. Han & Kim Song  
Dr. Jeffrey B. Spence  
Mr. & Mrs. Nicholas A. Spinella  
Mr. Harold P. Straus  
Mr. Richard E. Strauss  
Bishop Walter F. Sullivan  
Susan Bailey & Sidney Buford  
Scott Trust  
Mr. Charles G. Thalhimer  
Mr. Richard L. Thalhimer  
Ms. Christine N. Thomas  
Mrs. Marian Bear Ticatch  
Mrs. Cecelia T. Tucker  
Dr. Alok K. Verma  
Mr. Howard Waters  
Dr. Chris S. Zambas

### Grants that Enhance Inclusive Communities Programming

Grantors: William A. Harrison Jr. / Mr. & Mrs. Paul E. Kaplan

Program: Michael B. Huntley Scholarship for Youth Programming

Grantor: Lynchburg Retail Merchants Association

Program: E.C. Glass High School Project Inclusion

Grantor: R.E.B. Foundation of The Community Foundation serving Richmond and Central Virginia

Program: Harold M. Marsh Sr. Connections Institute

Grantors: Riverside Health System Foundation / Mrs. Valerie Scott Price & Family

Program: McKinley L. Price Action Grants for Newport News Project Inclusion Alumni

Grantor: Wachovia Foundation

Program: Prejudice Awareness Summit

### Matching Gifts & United Way Contributors

*Our appreciation to the  
employees of these  
companies for making  
the extra effort to secure  
these additional gifts for  
Inclusive Communities:*

- Bank of America
- Hermitage High School
- United Way of the Virginia Peninsula

### Honor and Memory Gifts during FY08

#### In Honor of

**Mrs. Clay Hofheimer Barr:**

Mr. & Mrs. Andrew Fink  
Mr. & Mrs. Paul O. Hirschbiel Jr.  
Mr. & Mrs. J. Jerry Kantor  
Ms. Sara R. Trub

#### In Memory of

**Mr. Michael B. Huntley:**

Mr. William A. Harrison, Jr.  
Mr. & Mrs. Paul E. Kaplan

#### In Honor of

**Mr. John G. Myers Jr.:**

Mr. Charles G. Thalhimer

#### In Honor of

**Mrs. Catherine S. Plotkin:**

Mr. & Mrs. Scott Belleman  
Mr. & Mrs. Irving Blank  
Mr. & Mrs. James N. Plotkin  
Dr. & Mrs. Albert H. Wilkinson

#### In Honor of

**Dr. Jeffrey B. Spence:**

Mr. & Mrs. Herbert L. Heltzer

#### In Memory of

**Mr. Rodney Thane Hespenshide:**

Mrs. Melissa T. Hespenshide

#### In Memory of

**Mr. & Mrs. Irving and Edith May:**

Mrs. Edith May Lebet

#### In Honor of

**Mr. Robert M. Stanton:**

Mr. & Mrs. J. Jerry Kantor

*Every effort has been made to ensure the accuracy of these listings.*

*Please contact us if you note an error in the reporting for the fiscal year 2008, which ended on June 30, 2008.*

Virginia Center for Inclusive Communities ■ 5511 Staples Mill Road, Suite 202 ■ Richmond, VA 23228 ■ (804) 515-7950

## CEO's Message [continued]

As this transition process was coming to fruition, it became clear to me that my work as the full-time paid professional leader should also enter a transition. Recently, I informed the Virginia Center for Inclusive Communities State Board of Directors of my intention to retire from my role as President and CEO as of June 30, 2009.

Now that I prepare to retire in a few months, I would be remiss if I did not acknowledge some very special organizations. My thanks go out to the great law firm of McGuireWoods. Their counsel and support have been critical to our transition to independent status. I also wish to thank SunTrust Bank which stepped up to assist us with financial support and guidance as we became the Virginia Center for Inclusive Communities. Without McGuireWoods and SunTrust, we simply could not have accomplished what we have, in becoming a vibrant, independent, and truly local non-profit.

There are also a number of very special people who I have taken the time to thank personally for

their support over the years. One person I must thank publicly is Dr. Allix B. James, now President Emeritus and former everything at my doctoral alma mater of Virginia Union University. His wisdom and guidance have been a mainstay of what was once the NCCJ and is now the Virginia Center for Inclusive Communities. His role as mentor, father figure, counselor, and most important dear friend has helped me at every step of my career, and for that, I am profoundly in his debt. Even as I prepare to retire, Dr. James, who recently achieved 86 years of age, continues to remind me that I am one of his works in progress. He will always be the teacher and I his student.

In sum, to each individual and to all the great corporations and corporate leaders who have supported us over the years, I say thank you for sustaining what has been my life's passion and work, described so eloquently by the late Congresswoman Dr. Barbara Jordan as "the tough, tough job of making the practice of America match the creed of America!"

## Meet the Inclusive Communities Board

Featured This Issue: Charlie C. Boyd, Jr. and Vernon M. Fareed

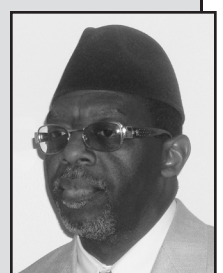


**C**harlie C. Boyd, Jr. first became aware of the NCCJ in high school, and he was reacquainted with the Virginia Center for Inclusive Communities during what he describes as "a chance encounter in a grocery store." Today, Charlie serves as Chairman of the

Lynchburg Chapter, a member of the State Board of Directors, and a dedicated volunteer at every Connections Institute program.

A graduate of the United States Naval Academy with a commission as an officer in the U.S. Marine Corps, Charlie is today Manager, Quality Assurance with B&W Technical Services Group. Through his military service and private career, he has lived in a number of places, including northern Virginia, South Carolina, Georgia, North Carolina, Japan, Maryland, and now Lynchburg.

**V**ernon M. Fareed is Chairman of the Tidewater Chapter of the Virginia Center for Inclusive Communities and a member of the State Board of Directors. He is the Resident Imam (Leader) of Masjid William Salaam, a Norfolk religious community.



Imam Fareed is frequently called upon to conduct workshops and give lectures regionally, nationally, and internationally. He is a member of Abraham's Children Together (ACT), the Interfaith Prayer Breakfast Steering Committee, the Interfaith TV (ITV) Board, and the NEXUS Design Team. Vernon's community work has been recognized by President George W. Bush, Governor Timothy M. Kaine, the AARP, the Hampton Roads Youth Leadership Conference, the Virginia Beach Human Rights Commission, and the Virginia Center for Inclusive Communities, among others.

# Guiding Principles for Inclusive Public Prayer

Leading others in group or community prayer is a special responsibility. It is a defining part of the greatness of our nation that we have the motto “E Pluribus Unum” meaning “Out of Many, One!” When we take this pluralistic value to heart, we realize our responsibility to be respectful of and caring for the feelings of our fellow citizens as we engage in any public behavior, while always being true to ourselves.

The Virginia Center for Inclusive Communities has developed the following suggestions for our friends of every faith when called upon to lead others in group prayer or public worship. Additional information is available in the Resources section of our website, at [www.inclusiveva.org/resources.php](http://www.inclusiveva.org/resources.php).

- Public prayer and worship should be all-encompassing.
- The language of such prayers or worship ought to be broad enough to include people of all faiths.
- Such prayers and petitions ought to be generic in nature while taking into account the audience that is gathered.
- Those who lead such prayers should make them non-denominational and respectful of the nearly universal belief in God, while avoiding language or images that are connected to any one tradition or practice of a particular faith or religion.
- Prayer is an act of worship of the Deity and should never be taken lightly or delivered without thoughtful preparation.
- Clergy should be aware that they will often be called on “at the last moment” and thus be prepared with practiced prayers that include all.
- It should be recognized that not all clergy or laymen feel comfortable engaging in community prayer or public worship using a non-denominational model. These friends in our community should be appreciated for their viewpoint.
- Those who are uncomfortable with the non-denominational model should share their concern and not accept invitations to lead others in this way.
- Public worship and prayer is a time and opportunity to bring people together as one group, and thus should always be the most inclusive in nature.

Phone: (804) 515-7950  
Fax: (804) 515-7177  
Email: [center@inclusiveva.org](mailto:center@inclusiveva.org)  
Web: [www.inclusiveva.org](http://www.inclusiveva.org)

Dr. Jeffrey B. Spence  
President & CEO  
Jonathan C. Zur  
Chief Operating Officer  
Martha S. O'Connell  
Vice President for Administration  
Martha C. Britton  
Office Assistant

5511 Staples Mill Road, Suite 202  
Richmond, VA 23228



NONPROFIT  
ORGANIZATION  
US POSTAGE  
PAID  
PERMIT #388  
RICHMOND, VA