

2006 BAHÁ'Í BUSINESS FORUM OF AMERICA

BEYOND THE BOTTOM LINE:
A NEW VISION OF
HUMAN PROSPERITY

February 17-19, 2006, Hyatt Regency Hotel • Reston, Virginia



VISION AND MISSION OF THE BAHÁ'Í BUSINESS FORUM OF AMERICA

The Bahá'í Business Forum of America (BBFA) is a non-profit organization dedicated to bringing spiritual principles and values to business. BBFA is a forum for those interested in applying Bahá'í principles in business, economics & management.

VISION

Our vision is a business and professional culture in which spiritual principles and values underlie the pursuit of success and the creation of wealth and prosperity.

MISSION

Our mission is to promote and apply universal spiritual principles as defined in the Bahá'í Faith and other religions to the leadership and management of all organizations in our society.

CORE VALUES

Business has social and economic responsibility for carrying forward an ever-advancing civilization.

Business should strive to apply principles of consultation, fairness and honesty in its deliberations.

Business should demonstrate the principles of the oneness of humanity and the equality of men and women in all interactions with its stakeholders.

Business ethics follow the maxim that whatever matters to humans, trust is the atmosphere in which it thrives.

Businesses have a role in moderating the extremes of wealth and poverty.

Information about the resources, programs, and evolving networks of the BBFA can be found at our Website: www.bbfa.org

CONFERENCE VISION AND OBJECTIVES

Welcome

Thank you for joining us at the fourth annual conference of the Bahá'í Business Forum of America (BBFA). We hope you enjoy the conference and find value, inspiration, and practical tools in the newly designed conference platform.

Conference Vision and Objectives

This year's conference, "Beyond the Bottom Line: A New Vision of Human Prosperity", is intended to bring together inspiring speakers and trainers with a breadth of practical expertise in applying principles and values to public and private-sector companies, international development organizations, non-profit and non-governmental organizations, and legal professions.

The conference offers a newly designed platform which marries together inspirational plenary keynote addresses with focused training modules in:

- Ethics
- Leadership
- Sharing the Wealth: Corporate Social Responsibility
- Human beings as Assets

These training modules will provide key industry best practices, exercises and case studies. The knowledge gained will afford conference participants an opportunity to take what is learned and apply it to their organization or studies.

Finally, BBFA supports the development and growth of Bahá'í and Bahá'í-inspired non-profit organizations. These organizations are on the front-line of applying principles and values at the foundation of their core processes. This year, we offer the conference as a venue for like-minded organizations to gather and consult about the continued strengthening of their enterprises with one another and other experienced practitioners. It is our hope that future conferences will offer training specific to this group's needs.

We hope you enjoy the conference, and that your participation in the program is enriching.



PROGRAM AT A GLANCE

DAY ONE		FRIDAY, FEBRUARY 17, 2006 EVENING	
7:30 pm	Forum Opening Master of Ceremonies: Shirin Mohebbaty		
8:00 pm	A Special Evening in Development Presentations by: Oneness The Tahirih Justice Center Voicemail for the Homeless		
10:00 pm	National Chapter Networking Event		
DAY TWO		SATURDAY, FEBRUARY 18, 2006	
8:30 am	Doors Open		
9:00 am	Forum Training Opening & Overview Master of Ceremonies: Maria Meredith		
9:45 am	Transition to Training Sessions		
10:00 am	Simultaneous Training Session 1 1. Sharing the Wealth 2. Human Beings As Assets 3. Ethics		
11:45 am – 1:30 pm	Lunch Special Lunch with BBFA Board		
1:30 pm	Simultaneous Training Session 2 1. Leadership 2. Ethics		
3:30 pm	Break		
4:00 pm	Simultaneous Training Session 3 1. Leadership 2. Sharing the Wealth 3. Human Beings As Assets		
5:45 pm - 7:30 pm	Dinner		

	Regency Ballroom A & B
	Regency Ballroom A & B
	Formal Entryway across Regency Ballroom
	Regency Ballroom A/B
	Regency Ballroom A/B
	Regency Ballroom A/B
	Lake Anne – A Lake Anne – B Lake Fairfax – A
	Restaurant Nearby Announcement
	Lake Fairfax – B Lake Fairfax – A
	Lake Fairfax – B Lake Anne – A Lake Anne – B



PROGRAM AT A GLANCE

DAY TWO		SATURDAY, FEBRUARY 18, 2006 EVENING
7:00 pm	Doors Open	
8:30 pm	Forum Opening Master of Ceremonies: Nava Ashraf	
7:50 pm	Keynote Address: Eileen Carpenter, Esq. False Profits - The Real Cost of Doing Business in a Capitalistic System Questions and Answers	
8:30 pm	Keynote Address: William E. Davis, Esq. What is after capitalism? Questions and Answers	
10:00 pm	Kardelen Turkish Dance Ensemble	
10:30 pm	Master of Ceremonies Closing Remarks	
DAY THREE		SUNDAY FEBRUARY 19, 2006
8:30 am	Doors Open	
9:00 am	Forum Opening Master of Ceremonies: Jamal Reimer	
9:30 am	Keynote Address: Gita Badiyan Influence: The Art of Engaging the Heart Questions and Answers	
10:35 am	Keynote Address: Larry M. Miller The Wisdom of One: How Leaders Create Unity of Energy and Effort for Competitive Advantage Questions and Answers	
11:45 am	Master of Ceremonies Closing Remarks	
11:55 am	BBFA Board of Directors Remarks	
12:00 pm	Final BBFA Conference Send Off	

INSPIRATION

It is unrealistic to imagine that the vision of the next stage in the advancement of civilization can be formulated without a searching reexamination of the attitudes and assumptions that currently underlie approaches to social and economic development. At the most obvious level, such rethinking will have to address practical matters of policy, resource utilization, planning procedures, implementation methodologies, and organization. As it proceeds, however, fundamental issues will quickly emerge, related to the long-term goals to be pursued, the social structures required, the implications for development of principles of social justice, and the nature and role of knowledge in effecting enduring change. Indeed, such a reexamination will be driven to seek a broad consensus of understanding about human nature itself.

Extract from The Prosperity of Human Kind, A statement of the Bahá'í International Community, first published for the UN Social Summit in Copenhagen, 1995.

The implications for social and economic development are profound. Concern for justice protects the task of defining progress from the temptation to sacrifice the well-being of the generality of humankind—and even of the planet itself—to the advantages which technological breakthroughs can make available to privileged minorities. In design and planning, it ensures that limited resources are not diverted to the pursuit of projects extraneous to a community's essential social or economic priorities. Above all, only development programs that are perceived as meeting their needs and as being just and equitable in objective can hope to engage the commitment of the masses of humanity, upon whom implementation depends. The relevant human qualities such as honesty, a willingness to work, and a spirit of cooperation are successfully harnessed to the accomplishment of enormously demanding collective goals when every member of society—indeed every component group within society—can trust that they are protected by standards and assured of benefits that apply equally to all.

Extract from The Prosperity of Human Kind, A statement of the Bahá'í International Community, first published for the UN Social Summit in Copenhagen, 1995.

The third requirement of perfection is to arise with complete sincerity and purity of purpose to educate the masses: to exert the utmost effort to instruct them in the various branches of learning and useful sciences, to encourage the development of modern progress, to widen the scope of commerce, industry and the arts, to further such measures as will increase the people's wealth. For the mass of the population is uninformed as to these vital agencies which would constitute an immediate remedy for society's chronic ills.

Abdu'l-Bahá, Secret of Divine Civilization, p. 39



PROGRAM PLENARY SESSION

DAY ONE FRIDAY EVENING	
SPECIAL EVENT IN DEVELOPMENT	7:30 P.M.
Regency Ballroom A & B	Location
ONENESS	
Faith Holmes	
<p>Oneness is a non-profit organization whose philosophy is grounded in the belief that music and the arts have been and will continue to be the universal language to reach all people. The founders of Oneness had the vision that a song could make a difference. That vision has evolved into an organization comprised of some of today's most talented entertainers, businesspeople and activists – all inspired by the mutual belief that music and the arts can provide a key to effectively fighting racism and promoting racial unity. That vision is being realized through the production of a unity-inspired CD featuring some of today's hottest artists, educational programs, collaborative efforts and awareness campaigns.</p>	
TAHIRIH JUSTICE CENTER	
Negar Ashtari	
<p>The mission of the Tahirih Justice Center is to enable women and girls who have fled to the U.S. to seek protection from human rights abuses. Founded in 1997, the Center engages in direct litigation, public policy advocacy, and education and outreach to ensure systemic change that protects women and girls from violence.</p>	

PROGRAM PLENARY SESSION

DAY ONE FRIDAY EVENING

VOICEMAIL FOR THE HOMELESS

Mark Towfiq

Voicemail for Homeless People provides homeless clients with a way to receive private recorded telephone messages, using a personal voicemail box at a local telephone number. They can record a greeting to callers using their own voice, and can access their password-protected messages at any time from any phone. The sponsoring Bahá'í communities, most of them quite small, have been able to help hundreds of primarily homeless individuals. Shelter workers have commented on the positive impact upon residents' self-esteem. Comments include "I feel like a human being again" and "I can't believe someone cares enough to help us in this way."



PROGRAM SIMULTANEOUS SESSIONS

DAY TWO SATURDAY	
TRAINING SESSION 1 & 3 HUMAN BEINGS AS ASSETS	10:00 AM & 4:00 PM
Lake Anne – B	Location
Roberta Gonzalez	
People Make the Difference: Energy and Competence in the Workplace	
<p>This module explores the concepts of Energy, Faith, Love and Competence in business, with case studies and examples drawn largely from the moderator’s experiences as a high-tech business person and entrepreneur. Participants will discuss individual and management responsibilities for creating a culture of success. Finally, tools for fostering communication and teamwork in today’s virtual organizations is planned.</p> <p>Ms. Gonzales co-founded Eden Tree Technologies in 2002, after holding vice-president and director-level roles in marketing and business development at a range of large and small data communications and telecommunications companies. During her twenty years of experience in the communications networking industry, she has been a key contributor in bringing to market award-winning solutions from market-leading companies in networking, including Spirent Communications, Hewlett-Packard, and Network General. Ms. Gonzalez has traveled extensively throughout the US, Europe, Asia, Australia, and Latin America delivering technical seminars and evangelizing products and technologies. She holds a Bachelor of Science in Engineering degree from Duke University.</p>	

PROGRAM SIMULTANEOUS SESSIONS

DAY TWO SATURDAY	
TRAINING SESSION 1 & 3 SHARING THE WEALTH	10:00 AM & 4:00 PM
Lake Anne – A	Location
Tony Hollinger and Kathy Etemad Hollinger	
Spirituality-Inspired Corporate Citizenship: Can you be true to yourself while also serving corporate stakeholders' best interests?	
<p>Starting with real life experiences and perspectives (internal and external) of two decision-makers in a large and growing subscription services company. The module explores aspects of corporate citizenship that directly impact leadership and ethical standards of social communities.</p> <p>Mr. Tony Hollinger is responsible for leading over 300 employees in the delivery of video and high-speed Internet products/services at Comcast Communications, while also working closely with local public officials and community leaders in the metropolitan Washington, D.C. area. His leadership style is based on establishing operational leaders (e.g., Director-level) who are “deeply smart” and communicate “openly” about driving successful performance. Under Mr. Hollinger’s leadership, Comcast’s D.C. operation was recognized by the D.C. Chamber of Commerce as its 2004 Business of the Year. Furthermore, Mr. Hollinger serves on the Boards of DC-based Mentors, Inc. and Children’s Law Center, and is a member of the 2006 class of The Leadership Washington program. Before his career with Comcast, Mr. Hollinger worked at Merrill Lynch in New York, and the Walt Disney Company in Orlando, Florida. Mr. Hollinger graduated with an Engineering degree from the U.S. Naval Academy (where he was a 4 year varsity football player), and went on to serve meritoriously as a Marine Officer both in Operation Desert Storm (Saudi Arabia) and as a Research</p>	

PROGRAM SIMULTANEOUS SESSIONS

DAY TWO SATURDAY

& Development Project Officer in Washington, D.C. After leaving the Military, he went on to earn a Master's degree in Business Administration from Harvard Business School.

Mrs. Kathy Etemad Hollinger is the Director of External Affairs, and is Comcast's representative to the Office of the Mayor, D.C. City Council and all city government agencies. She is responsible for maximizing city partnerships within local political, business, trade, charitable and government organizations through spearheading the development, creation and implementation of all Washington, D.C., private-public partnerships that involve Comcast. As a result of her efforts, Comcast received the Business of the Year Award from the D.C. Chamber of Commerce in 2004. Washington, D.C., Mayor Anthony Williams and the State Education Office also recognized Comcast with the "Champion of Literacy" award for the company's work and support of the city's Lifelong Learning Initiative. Ms. Etemad Hollinger is an active member of the D.C. community and currently sits on the board of directors for the District of Columbia Chamber of Commerce, Jubilee Support Alliance, Washington Region for Justice and Inclusion, and Leadership Greater Washington. She serves as a trustee on the Greater Washington Board of Trade PAC and the D.C. Chamber of Commerce Political Action Committee. She was also program chair for the D.C. Chamber of Commerce "Chamber Choice Awards" for 2005-'06 and is a graduate of the Leadership Washington Class of 2004. A 1992 graduate of American University, Etemad Hollinger earned a masters degree in public communication and public policy from George Mason University in 1996.



PROGRAM SIMULTANEOUS SESSIONS

DAY TWO SATURDAY	
TRAINING SESSION 1 & 2 HUMAN BEINGS AS ASSETS	10:00 AM & 1:30 PM
Lake Fairfax A	Location
Chris Gilbert	
Ethics and the New Spirit of Transformation in Personal and Professional Life	
<p>The ethics module encourages participation in an interactive investigation of professional and personal ethics. Central to the training will be discovering how a growing sense of social responsibility enables organizations, business leaders, entrepreneurs, managers, and employees to readily apply ethical values and spiritual principles in the workplace. The training offers profound tools to empower individuals, organizations and communities with a new framework for moral development.</p> <p>Christopher Gilbert is the Acting Director of the TCC Center for Ethical Development, and Chair of the Business Management and Organizational Leadership Program. He has also served as Principal Graduate Faculty at Beijing University of Technology in China and part-time faculty at the University Washington, Tacoma. Mr. Gilbert has 15 years of consulting experience, now serving as principal of the Applied Business and Leadership Ethics (ABLE) Center, a private consulting practice specializing in ethics and values development, business conduct and social responsibility training, principled leadership, team-building, consultation and value-driven negotiation processes. Mr. Gilbert is also completing his doctorate in business ethics this winter. And, in the remaining 5 minutes of his spare time he thinks about sailing.</p>	

PROGRAM SIMULTANEOUS SESSIONS

DAY TWO SATURDAY	
TRAINING SESSION 2 & 3 LEADERSHIP	2:30 P.M.
Lake Fairfax B	Location
Mark Towfiq	
Good to Glorious: How Bahá'í Principles Make Leaders and Companies Successful	
<p>In Jim Collins' book, <i>Good to Great</i>, we find the results of a 5-year study which sought to understand what kinds of leaders and practices made very successful companies so different from their lackluster peers. This training session will examine the attributes of these leaders and the practices that made these companies successful in the light of personal principles about morality and decision-making). The session will be split into 3 main sections. The first section, on Leadership, looks at the attributes of successful leaders. The second section will look at the organizational structures and practices that kept the companies, referred to in <i>Good to Great</i>, focused on what they could be best at (Collins' calls it the Hedgehog Concept), and how does decision-making processes – consultation – help achieve this focus. Finally, participants will explore how these business practices might assist them in their business and community affairs.</p>	

PROGRAM SIMULTANEOUS SESSIONS

DAY TWO SATURDAY

Mr. Towfiq studied Computer Science, Linguistics, and Near Eastern Studies at Princeton University and has worked in Internet and Web software since the late 80's. Presently, Mr. Towfiq is Vice-President of Engineering and Product Development for Flock and is also working to create an Open-Source Work Collaboration Portal. Mr. Towfiq currently serves as the Chair of the Spiritual Assembly of the Bahá'ís of San Francisco, and is a member of the Bahá'í Computer and Communications Association (BCCA) Coordinating Committee. Mr. Towfiq, a native of the Boston area, currently resides in San Francisco with his wife, Shahani Purushotma Towfiq, and their 9-month old daughter, Ella.



PROGRAM PLENARY SESSION

DAY TWO SATURDAY

KEYNOTE PRESENTATIONS

7:30 P.M.

Regency Ballroom A & B

Location

Eileen Carpenter, Esq.

False Profits - The Real Cost of Doing Business in a Capitalistic System

The billions of dollars businesses think they make in profits actually pales in comparison to the real costs human incurred – costs such as the toll inflicted on society from the loss of human life, productivity and creativity, as well as human suffering, diminishment of the human spirit and environmental devastation. A more “profitable” enterprise encourages the infusion of principles of justice, honesty and the recognition of the value and potential of every human being into the business milieu.

Ms. Carpenter received her law degree from the University of Maryland School of Law and for the past ten years has maintained a private law practice specializing in real estate. During that time she was awarded a contract by the City of Baltimore to represent individual police officers sued for violations of constitutional rights. She handled numerous complex litigation cases and was able to save the city millions of dollars in lawsuits. Prior to private practice, Ms. Carpenter spent eighteen years with the Baltimore City Law Department in the Labor Relations and Education Section where she represented the City in labor negotiations and disputes, and employee matters including terminations, disciplinary actions and discrimination claims. She also successfully defended the City in hundreds of cases ranging from administrative hearings and trials in District and Circuit Court to arguing appeals at the Appellate level.

PROGRAM PLENARY SESSION

DAY TWO SATURDAY

Before choosing a legal career, Ms. Carpenter graduated from Vanderbilt University with a degree in Physics. After graduation, Ms. Carpenter spent four years working for Westinghouse Electric Corporation as a reliability Engineer at its Ocean Research and Engineering Center near Annapolis, MD. In 2005, Ms. Carpenter was named one of Maryland's Top 100 Women for 2005 by The Daily Record newspaper.



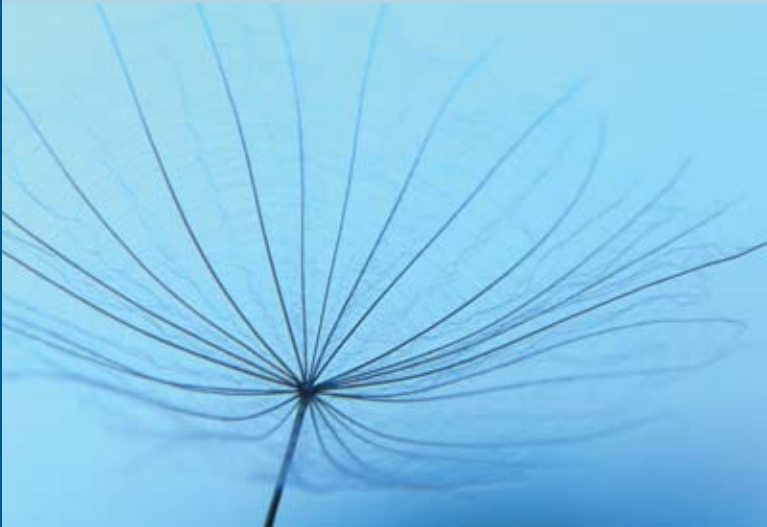
PROGRAM PLENARY SESSION

DAY TWO SATURDAY**William E. Davis, Esq.**

What is after capitalism?

Human evolution in western civilizations has been based on the Judeo-Christian ethic. What are the values that will be shaping the evolution of the new economic order? What are the principles and values that will shape the future prosperity of humankind? We will explore emerging trends and identify challenges to the future of human prosperity.

William E. Davis has worked in the field of justice administration in two states, California and Kentucky, in the federal courts of the 12 western states of the Ninth Circuit and internationally for the past 33 years. He is the President of DPK Consulting, a firm dedicated to the promotion of the rule of law and dispute resolution. He serves as the Chair of the National Spiritual Assembly of the Bahá'ís of the U.S.



PROGRAM PLENARY SESSION

DAY THREE SUNDAY	
KEYNOTE PRESENTATIONS	9:00 AM
Regency Ballroom A & B	Location
Gita Badiyan	
Influence: The Art of Engaging the Heart	
<p>More than ever we work in environments today that rely on our capacity to collaborate rather than compete. Flatter organizations, the speed of business, and operational complexity require individuals obtain results through cooperation and personal influence rather than position and power. Achieving unity towards a common vision and arriving at a high level of commitment on strategies have become crucially necessary skills. Everyone has the power to influence. What this requires, however, is more than convincing arguments or persuasive skills. It requires also engaging the heart through integrity and purity of character, while also drawing upon qualities of selflessness, humility and detachment.</p> <p>Ms. Badiyan is the founder and director of KIVA HRD Inc., an organizational training and development company. With a background in adult education and organizational psychology, she has taught at the University of Papua New Guinea, and has worked with thousands of knowledge workers in Canada and the U.S. in developing their personal and professional skills. Much of her work over the past 10 years has involved design and delivery of management and leadership programs for business, industry, government, and the professions.</p>	

PROGRAM PLENARY SESSION

DAY TWO SUNDAY

Ms. Badiyan employs innovative strategies to improve performance in teams, helps technical experts make the sometimes difficult transition to leadership positions and coaches managers in using effective tools for decision-making. Some of KIVA's clients include: Schulich School of Business, IBM Canada, Department of National Defense, Public Works and Government Services Canada, American Management Centre, Learning Tree International, Peel Regional Police, Bank of Montreal, Toyota, Dofasco Steel & General Dynamics. Gita lives in Toronto, Canada and is a proud mother of three wonderful teens.

Lawrence Miller

The Wisdom of One: How Leaders Create Unity of Energy and Effort for Competitive Advantage

If there is one principle that defines the Bahá'í Faith it is that of unity. How do we apply this core principle to the management of our organizations, teams and our lives? The thesis of Mr. Miller's recently finished book by the same title is that leaders and high performers create broad-slices that cut across organizations and unify energy and effort. This broad-slicing occurs at three levels, that of over-arching principle, strategy and process. It applies equally to the domain of organizations, teams and personal life. In this talk Mr. Miller will describe how the principle of unity can be applied to improve performance at each of these.

Lawrence M. Miller has worked to improve the performance of organizations and the skills of their leaders for more than 30 years. He began consulting, writing and speaking about business organization and culture in 1973.

PROGRAM PLENARY SESSION

DAY TWO SUNDAY

After 10 years, he formed Miller Howard Consulting Group, which was of the early pioneers of team-based management and Whole System Architecture. Among his consulting clients have been 3M, Corning, Shell Oil Company, Amoco and Texaco, Shell Chemicals, Air Canada and Varig Airlines, Eastman Chemicals, Xerox, Harris Corporation, McDonald's and Chick-fil-A, Merck and Upjohn Pharmaceuticals, United Technologies, Metropolitan Life and Landmark Communications. In 1999, Mr. Miller sold his firm to focus on his interest in serving non-profit organizations. For five years he has been consulting on a pro-bono basis with AIESEC International, the global youth leadership organization, and serving on the boards of several other non-profit organizations. Mr. Miller has authored six books, among them American Spirit: Visions of A New Corporate Culture, which was the text for Honda of America's course on their values and culture; and Barbarians to Bureaucrats: Corporate Life Cycle Strategies, which draws on the history of the rise and fall of civilizations to illustrate the patterns of leadership and evolution in corporate cultures. He has also authored Whole System Architecture, a guidebook for redesigning organizations, and Team Management, a workbook for team leaders and members. He is about to publish Change Management: A Leaders Guide to Creating the Dynamic Organization. He has appeared on the Today Show, CNN, made numerous appearances on FNN and CNBC, has written for The New York Times and been the subject of a feature story in Industry Week magazine. Mr. Miller is currently completing two books that will both be published this year, "The Wisdom of One: How Winning Individuals, Teams and Companies Unite Energy and Effort"; and "Spiritual Enterprise: Building Your Business in the Spirit of Service" which will be published by George Ronald.

4:30 P.M.
Prescott

GENERAL INFORMATION

Registration Desk Hours

Coat Check-in Room Outside Regency Ballroom A/B (Second Level)

Friday 5:00 pm – 10:00 pm

Saturday 7:00 am – 9:00 pm

Sunday 7:00 am – 11:00 am

Exhibitions

Please feel free to visit the information tables and displays in the formal hallway outside Regency Ballroom A/B.

Training Sessions (Saturday Morning and Afternoon)

Unique to the program this year are the carefully designed training sessions lasting 1 hour and 45 minutes. While all training sessions are held on the 2nd floor, please refer to the full schedule to locate your assigned training session. Out of respect for the trainers, we encourage all participants to arrive on time. The speakers have constructed their sessions to be interactive, provide industry best practices and case studies. We hope you will enjoy this new format.

Shuttle Bus to Dulles International Airport

The Hyatt Regency hotel provides a complimentary shuttle bus to and from the airport. For specific times and pick-up location, please visit the hotel concierge.

Safety, Security and Emergencies

Please wear your identification tag throughout the duration of the conference. The tag will enable you to enter all plenary and training sessions. Should you need a replacement tag, please see the Registration Desk.

We encourage all participants to keep their personal belongings with them at all times. The hotel is not responsible for items lost during the conference. If you misplace a personal item, please see the Registration Desk. They will be available to assist you.

Area Restaurants

The Reston Town Center offers more than 15 restaurants located within walking distance of the Hyatt Regency hotel. Please refer to your registration packet for a detailed map.



WITH GRATITUDE

The 4th Annual BBFA Conference, “Beyond the Bottom Line: A New Vision of Human Prosperity”, is gifted with the sponsorship of special organizations and individuals. We deeply appreciate your support and generosity.

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Kardelen Turkish Dance Ensemble (USA) • www.kardelendance.com
Spirus Applied Learning Solutions (Switzerland) • www.spirus.com

The BBFA Board of Directors is greatly indebted to the numerous members of the Washington, D.C. Conference Planning Task Force. These volunteers have significantly contributed to the design, conduct and success of the conference, without which the conference would not be possible. The Board further offers special thanks to the speakers, trainers, masters of ceremonies, and performers who have traveled from all over the United States and Canada to provide their energy and inspiration. Finally we are grateful to the Hyatt Regency hotel staff for its efforts in assisting the conference task force in its planning efforts.



