



PACE YOUTH DEVELOPMENT CORPORATION ANNUAL REPORT 2003 - 2004

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MESSAGE FROM THE BOARD OF DIRECTORS

The PACE Youth Development Corporation (PACE YDC) Board of Directors takes great pleasure in bringing you our second Annual report. In 2003-2004, PACE YDC and its three branches made significant progress in achieving their goals. Our accomplishments for the year include:

- Successful Youth Development Conference held in September, 2003 and hosted by the Central Jersey branch. This was our 7th annual conference.
- Recipient of corporate grants from the Lucent Foundation and AT&T Foundation.
- 132 students were enrolled across our three PACE branches: PACE YDC-CJ, PACE-Monmouth, and Newark-PACE. The students were supported by 74 volunteer staff members.
- 27 graduating seniors, 11 of which will be pursuing college studies in science and engineering including chemical engineering, computer science, biology and information technology.
- Several joint branch activities and field trips, including a Bowl-a-thon, Monmouth college tour, Penn Relays trip and a joint branch end-of-year cook-out.
- Development of the new Newark-PACE branch website.



PACE-Monmouth bridge contest winners.

PACE YDC survives on the dedication and commitment of its students, staff and parents. We would like to thank our PACE family for their tireless hours in making PACE a success. We could not have done it without you.

We would like to thank the Lucent Foundation and the AT&T Foundation for their continued support of PACE YDC. We also thank those organizations, listed in our branch highlights, who provided funding directly to the individual branches. We thank our hosts, Brookdale Community College, Rutgers University Math and Science Learning Center (MSLC) on Busch Campus and NJIT for providing us classrooms and facilities. The generosity of our sponsors has helped us to realize many of the goals of PACE. The Central Jersey Branch will be moving to the Science and Engineering Research Center on Rutgers University Busch Campus in the 2004-2005 year and would like to thank Dr. Kathleen Scott for her many years of support at the MSLC.

We continue to be inspired by the success of our students. It is a joy to hear stories of their success in school. It is an even greater joy to see students come back to PACE after they graduate to volunteer and teach. It is a testament not only to their commitment to excellence but also to the continued service to our community exemplified by PACE.

Maureen E. Taylor
President & CEO, PACE YDC

OUR HISTORY

PACE YDC offers a unique youth development program called the Program for Acceleration in Careers of Engineering (PACE). The PACE program concept was first conceived and implemented in 1982. The program and organization that conducts it have built upon a solid foundation and grown over the years in size and capability.

The first PACE branch, PACE-Brookdale (now PACE-Monmouth), was established in October 1982 by three African-American technical professionals (Wayne Brown, David Hill, and Michael Sanders) in conjunction with the National Technical Association and Brookdale Community College. The program was designed to prepare minority youth for professional careers in engineering and other high technological areas. The program focused on motivating the students to excel academically, particularly in the areas of math and science, and increasing students' knowledge of the skills necessary for success in science and engineering careers. In addition, the pro-

gram exposed our youth to minority professional engineers serving in the capacity of instructors and role models.

The second PACE branch, PACE Central Jersey (now PACE YDC-CJ), was established in October 1987 by Paul McKenzie and Carol Bishop. This branch was originally located at Nyerere Education Institute in New Brunswick, which was run by Dr. Charles Gray. PACE YDC-CJ has had many homes over the years including Paul Robeson Community School, New Brunswick High School and presently the Math and Science Learning Center (MSLC) on the Busch Campus of Rutgers University in Piscataway, NJ. PACE YDC-CJ serves many schools in Central Jersey, including New Brunswick, Plainfield, Piscataway and Franklin High Schools.

The third PACE branch, Newark-PACE was established in October 1991. Originally based at Newark's Chad School, it has been operating at the New Jersey Institute of

Technology (NJIT) since 1995.

The fourth PACE branch, PACE-Brooklyn, was established in 1992 and originally operated out of Thomas Jefferson High School in Brooklyn, New York. It then moved to Brooklyn Polytech. The PACE-Brooklyn branch is currently inactive.

The PACE Youth Development Corporation was incorporated in 1992 and is a non-profit 501(c)(3) corporation. PACE YDC was formed to provide greater structure, management and support for the PACE branches. PACE YDC-CJ was the first branch to be officially accepted by PACE YDC in 1997. Newark-PACE quickly followed in 1998. PACE Brookdale was adopted by PACE YDC as PACE-Monmouth in 1999.

PACE YDC's Central Services Organization (CSO) was established to handle the day-to-day operations of the corporation including marketing, public relations, financial operations, branch services and fundraising.



PACE YDC-Central Jersey Staff members.

“Be Ready to Adapt, get Set to take advantage of opportunities, and Go achieve your dreams!”

DESCRIPTION OF THE PROGRAM FOR ACCELERATION IN CAREERS IN ENGINEERING

PACE YDC's core business is its unique PACE Youth Development Program, which utilizes a volunteer staff of local engineers and professionals in pursuit of its mission to educate and inspire high school aged youths towards excellence in careers of engineering and beyond. PACE students have the opportunity to spend up to four years interacting with experienced engineers and scientists from local companies and talented peers from other area high schools on a weekly basis, while engaging in a challeng-

ing curriculum of study.

A typical PACE YDC Branch now serves between 30 to 60 students per year. Many former PACE students have gone on to graduate from very rigorous engineering programs at some of this nation's finest colleges and universities. Now, PACE alumni are beginning to return to the program to serve as staff members and inspire today's PACE students.

The PACE Youth Development Program schedule coincides with the 9-month

school year from September through May. Each Saturday morning, PACE students are enlightened and challenged by a series of classes in three areas.

The first area is Career & Cultural Awareness in which students participate in lively group discussions covering a wide range of topics designed to increase the student's knowledge of self, boost self-esteem, develop professional skills, and encourage social responsibility. Some of the topics discussed are African and Latin-



PACE YDC-Central Jersey parents George and Maria Baker

DESCRIPTION OF THE PROGRAM FOR THE ACCELERATION IN CAREERS OF ENGINEERING- CONTINUED

American history, resume writing, interviewing techniques, test taking skills, study habits, teenage pregnancy, and current events.

The second area is Engineering & Technology Exploration and is divided into a number of different sections designed to allow students to move from the basics of engineering offered in the *Introduction to Engineering* class to the experiences in scientific design and experimentation offered in the *Advanced Engineering and Senior Engineering* classes. Other engineering classes offered include *Electrical Engineering* and *Computer Science*.

The third area is Mathematics Development which is also divided into a number of different sections designed to prepare students for their engineering classes. Math classes offered in a typical PACE youth development program cover topics such as *Algebra I, Algebra II, Geometry, Trigonometry, Pre-Calculus, and Calculus* with an emphasis on how to apply math concepts and principles to real-world problems.

In addition to the classes and the student/staff interactions, the PACE program offers additional youth development activities such as cultural celebrations, field trips, college tours, college prep

counseling, SAT preparation, and summer internship awareness and prep.

Specific course offerings, schedules, and activities vary slightly from one PACE YDC Branch to another, as branch administrators and their staffs tune the program to best serve the needs of their students, parents, and staff.

The primary customers of PACE YDC are high school aged students from targeted communities and their parents. The suppliers of PACE YDC include local and national technical organizations, local high schools, local colleges, and local companies.



Newark-PACE staff member

PROJECT EXCEL

Project Excel provides PACE scholars with training, materials, and access to various resources in order for them to gain strategic skills they will need to excel. These skills will include subjects such as organizing for learning, time management, using the Internet for communication and research, and applying math to solve problems in science, engineering, and

everyday life. This year, Project Excel funded textbooks and engineering kits for the Monmouth branch. Project Excel funded the Central Jersey branch SAT class materials. In addition, scholars were able to learn HTML programming, create web pages and develop the new Central Jersey branch web site using Project Excel funds.

Project Excel also funds joint branch activities. All three branches came together for networking and fun competition.

“Reaching Even Higher Heights

FINANCIALS

PACE YDC receives funds at the corporate level through donations and grants.

Sources of donations include contributions through the United Way and from AT&T and Merck’s employee giving programs, as well as individual donations. In addition, this year the Board of Directors contributed over \$2300 to the corporation.

This year the corporation received a \$5000 grant from the Lucent Foundation and a

\$2500 grant from the AT&T Foundation. In addition, each branch may apply for grants to fund specific branch activities.

PACE YDC is a 501(c)3 organization. Each branch is included as a subordinate unit under the corporation’s group exemption as designated by the IRS. This allows the branches to maintain tax-exempt status.

The corporation distributes funds to the branches based

on program need and the source of the funds. Financial distribution policies are defined in the corporation’s Operating Procedures document.

This year the three major expenditures by the corporation on behalf of the branches included the procurement of an insurance policy which covers all three branches, the PACE Youth Development conference, which was held in September of 2003, and Project Excel.



Newark-PACE Product Innovation prototype

PACE YDC ROLE AND STRUCTURE

PACE YDC was organized to provide PACE YDC Branches: Information to support the career development of PACE students; group exemption via PACE YDC's 501(c)(3) designation; funds and fund-raising assistance; financial management assistance; marketing support; staff recruitment and training opportunities and limited legal assistance.

The current structure of the organization includes a Board of Directors, Corporate Officers, the Central Services Organization, and the three

Branches: PACE Monmouth, Newark-PACE and PACE YDC-Central Jersey.

The Board of Directors sets the policy of and is the governing body for the corporation. The current corporate officers include a President and Treasurer.

The Central Services Organization (CSO) includes the following departments: Marketing and Public Relations, Fundraising, Financial Operations and Branch Services.

A formal set of operating procedures exists which sup-

ports the business and corporate structure. These procedures as well as the by-laws which govern the corporation foster effective communication among the PACE YDC entities, establish financial accountability, maintain a positive corporate image, enhance fund-raising capabilities and manage the growth of PACE.

One of the main challenges currently facing the corporation is to staff the CSO departments to provide the type of services necessary to run the organization.



Newark-PACE Staff members

STUDENT HIGHLIGHTS— GRADUATING SENIORS

PACE YDC-CJ:

- Caroline Alley — Lincoln Univ-History/Political Sci.
- Brittany Cottle — Meteorology—Kean Univ.
- Lashaunda Cotton - Middlesex CC—Biology
- Carla Danner—Culinary Arts Inst-Restaurant Mgt
- Shanice Davis—Morgan St—Business Mgmt
- Abina Griffith—Syracuse Univ.—Communications
- Ashley Hemingway—Wm. Patterson—Nursing
- Vanetta McDale—Wm. Patterson-Criminal Just.

- Darrel Lyles Jr.—Morgan St-Engineering/Business
- Nathaniel Linton—Gibbs School-Comp. Animation
- Jennifer Nnanna—Amer. Internatl.—Phys. Therapy
- Sean Nunn—Hudson Valley —Physical Ed.
- Shaina Keldo—Middlesex CC -Nursing
- Shawn Keldo—Middlesex CC— Civil Engineering
- Tianna Times—Jersey City St—Criminal Justice
- Kerel Way—Univ. of Delaware—Computer Eng.
- S'Jonte Wright—NJIT—Civil Engineering

PACE-Monmouth:

- Brandon Batista—Columbia U—EE
- Chris Findlayter-Electrical Engineering
- Janelle Harrell- Brookdale CC—Education
- Timothy Lee—NJIT—Electrical Engineering
- Alexander Merced—Rutgers Univ.—Elec. Eng.
- Keosha Pointer-Brookdale—Psychology
- Sabrina Rencher—Stevens -Biomed. Eng.
- Erica Ricks—Kean Univ.—Education and Art

Newark-PACE:

- Samone Hill—Essex County College
- Martha Nyamao—Essex County College—Criminal Justice

PACE YOUTH DEVELOPMENT CONFERENCE 2003

The 7th annual PACE Youth Development Conference was held on September 6, 2003 and was hosted by the PACE YDC-Central Jersey branch at the ARC on Rutgers University's Busch Campus. The theme of the conference was "Raising Your Game: Developing a Spirit of Excellence". There were 129 in attendance. The keynote speaker, Dr. Randall Pinkett,

was very well received by all.

There were two youth development workshops and three workshops for parents, staff and administrators. One student workshop focused on managing perceptions while creating one's own style. Another workshop was titled "Finding Your Passion".

The "Encouraging Healthy Attitudes and Behaviors in

Today's Youth" and the "Financial Aid: Scholarships, Grants and Work Study" workshops were a hit with the parents and staff. The staff and administrators also received guidance on developing an effective curriculum and lesson plan from a Mathematics supervisor from the Plainfield School system.

All agreed that the conference was a great success!



PACE Central Jersey graduating seniors

PACE YDC-CJ HIGHLIGHTS

PACE YDC-CJ ended the year with 51 students supported by 30 staff members. Seventeen seniors graduated from the Central Jersey branch, five of which were awarded scholarships.

PACE YDC-CJ offers three class periods: the Eyeopener, Engineering and Mathematics. The Engineering classes include: Introduction to Engineering, Engineering Design, Computer Science, and Leadership development, which is

for seniors only. The Leadership class, spearheaded by this branch, allows students to polish their presentation skills and helps them develop their leadership skills. The Mathematics classes include Pre-Algebra, Algebra I, Algebra II, Pre-Calculus and a newly added Beginning Statistics class. This year CJ also added SAT classes for Geometry and English.

PACE YDC-CJ sponsored a volunteer teacher training

program to prepare their instructors for the year. Topics included curriculum design and effective classroom management. In addition, PACE YDC-CJ offered several workshops for college-bound students.

PACE YDC-CJ students also participated with Newark-PACE in the joint branch Penn Relays trip.

The PACE YDC-CJ website can be reached at: <http://www.paceydc-cj.org/>.



PACE Monmouth Math instructors

NEWARK-PACE HIGHLIGHTS

During the 2003-2004 academic year Newark-PACE serviced 39 scholars in grades 8 through 12 from the Essex County area. Newark-PACE operated with a total staff of 14 for the year.

The program continued to offer its Math Enrichment tutorial class, Introduction to Engineering and Computer Science. This year the curriculum was enhanced to include a Product Innovation class to introduce students to different phases of new prod-

uct development and what roles engineers play in those phases. The class developed several product prototypes.

This year Newark-PACE conducted a college information day featuring Penn State and sponsored a trip to the Museum of Television and Radio. Newark-PACE students also participated in the joint branch Penn Relays trip.

Newark-PACE continued to demonstrate their strong commitment to the commu-

nity by holding their annual community service project at the NJ Food Bank in Elizabeth, NJ.

The Newark-PACE annual Kwanzaa celebration and year-end banquet were both a success.

The exciting new Newark-PACE website was developed by the creative Computer Science class this year and can be reached at: <http://www.newarkpace.org/>

PACE-MONMOUTH HIGHLIGHTS

PACE-Monmouth ended its 2003-2004 year with 42 students and 30 staff volunteers. 8 seniors graduated from the Monmouth branch, 5 of which enrolled in engineering programs. PACE-Monmouth celebrated the completion of its 22nd program year at its Graduation & Awards Banquet, which featured Dr. Lenworth Gunther as the keynote speaker. Various students received awards for academic excellence, academic improvement, leadership skills, exemplary attendance and technical skills achievement.

PACE-Monmouth offers three class periods: Eye Opener,

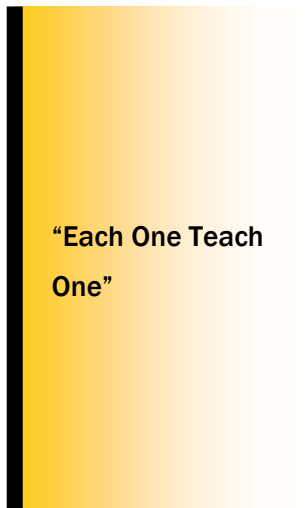
Mathematics and Engineering. The engineering classes include: Introduction to Engineering, Electrical Engineering, Computer Science, and Senior Engineering & Leadership Development.

In addition to weekly classes, this year PACE-Monmouth featured student competitions in mathematics and logical thinking & problem solving, a science forum in which students gave presentations reviewing research & development projects they worked on during the year, and a week-long college tour during Spring break. This year PACE-Monmouth also organized a community ser-

vice event, assisting the Asbury Park Boys & Girls club in starting a flower and vegetable garden. PACE-Monmouth also had a successful Kwanzaa celebration.

PACE-Monmouth, which had a successful year in fundraising, gratefully acknowledges the following organizations for their financial support: Amersham Biosciences, National Starch & Chemical Foundation, and the following AT&T organizations: Caribbean Club and the AT&T Pioneers.

Visit PACE-Monmouth's website at: <http://www.pace-monmouth.org/>



"Each One Teach One"



PACE Monmouth seniors



P A C E Y O U T H D E V E L O P M E N T C O R P O R A T I O N

P A C E Y O U T H D E V E L O P M E N T C O R P O R A T I O N

1308 Centennial Avenue
Suite 179
Piscataway, NJ 08854

Visit us at <http://www.paceydc.org>

To volunteer for PACE, write us at
Email: volunteers@paceydc.org

Branch Websites:

PACE-Monmouth:
<http://www.pace-monmouth.org>

PACE YDC-CJ:
<http://www.paceydc-cj.org>

Newark-PACE:
<http://www.newarkpace.org/>

The mission of PACE YDC is to creatively expose young people to the vast opportunities available in engineering and technical fields while at the same time preparing them to take full advantage of those opportunities. PACE is an acronym for the original name given to the organization's youth development program, *Program for the Acceleration in Careers of Engineering*. The primary aim of the organization is to increase the number and preparedness of African-American students pursuing careers in technical fields.

A C K N O W L E D G E M E N T S

Thanks to all the dedicated student, staff and parents who helped make PACE a success!

Special thanks to our 2003-2004 branch administrators Bernard Lee (PACE YDC-CJ), Jeanette Mallory and Anton Nichols and John M. Jones and Dr. Deborah P. Harrell (PACE-Monmouth) without whose tireless efforts PACE would not exist.



Maureen E. Taylor, current President of PACE Youth Development Corporation.