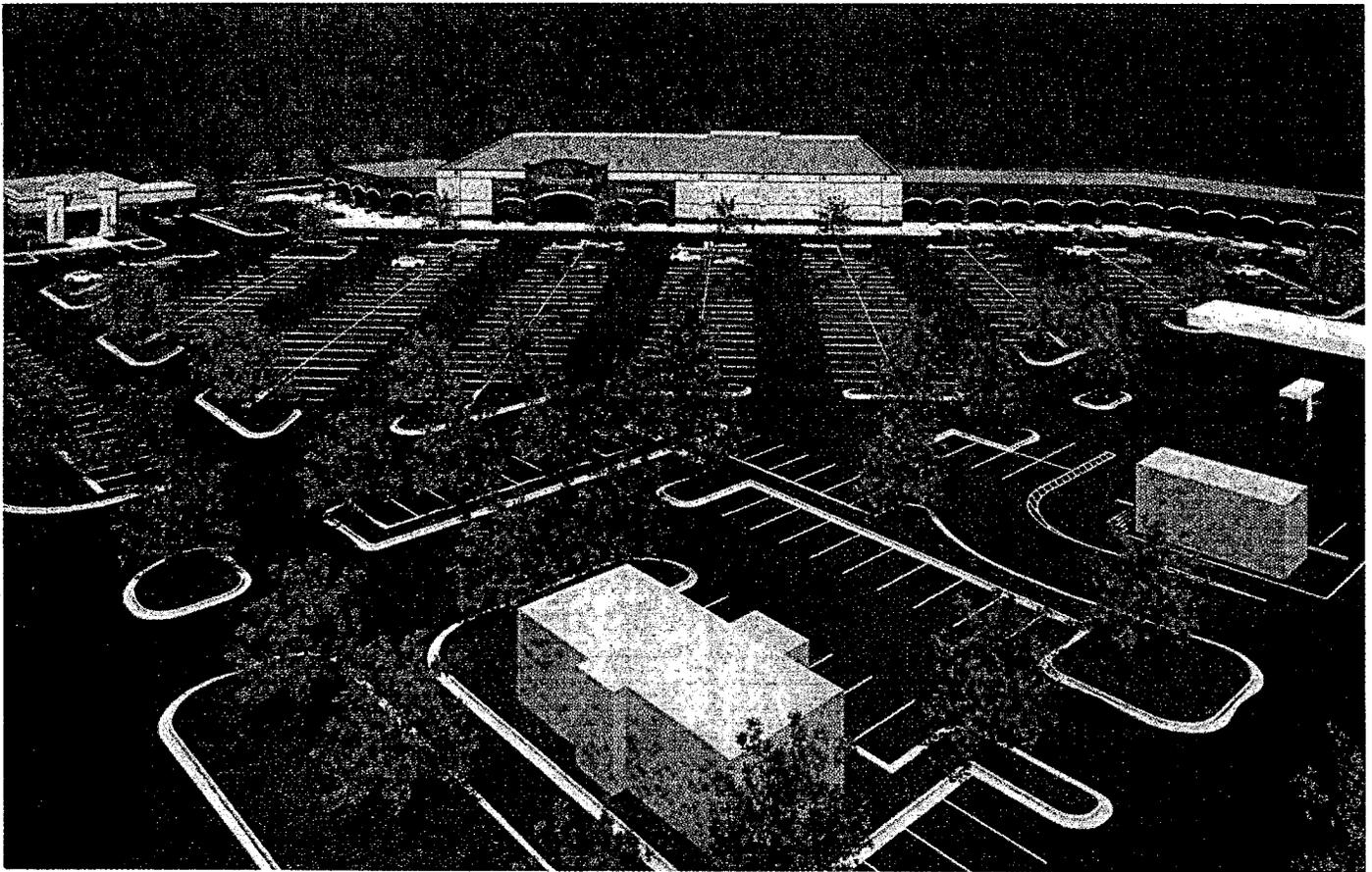


**“DEVELOPING STRATEGIC ALLIANCES IN ORDER TO
BUILD STRONGER INNER-CITY COMMUNITIES”**

**THE WEST CLIFF SHOPPING PLAZA
GRAND OPENING 2001**

**OWNER AND DEVELOPER: THE B.S.E.A.T.
COMMUNITY DEVELOPMENT CORPORATION, INC.**



11th Annual

AWARDS PRESENTATION AND BANQUET

**October 21, 2000
Reception: 5:00pm
Dinner: 6:00pm**

**The Crowne Plaza Hotel
Dallas Market Center
7050 Stemmons Freeway**

THE BLACK STATE EMPLOYEES ASSOCIATION OF TEXAS



Our Mission

The Black State Employees Association of Texas, Inc. is a state wide nonprofit organization utilizing cutting edge techniques and technology to change corporate discriminatory lending, employment, procurement and development policies and practices against African-American business owners and residents.

**5801 Marvin D. Love Freeway
Suite 203
P.O. Box 763773
Dallas, Texas 75376
214-339-7700
Fax: 339-7704**

History

Black State Employees Association of Texas was founded, April 17, 1989, as a way to fight unfair and discriminatory practices affecting African-Americans in the workplace. Ordinary people, clerks, secretaries, social workers, supervisors all found a common thread affecting their career development in the workplace: racial discrimination. Twelve brave individuals met and formed a nonprofit organization and charged it with one goal-**CHANGE THE WAY AFRICAN-AMERICANS ARE TREATED IN THE WORKPLACE.**

Utilizing tried and true civil rights and business techniques, the Association honed its strategy and slowly influenced changes in company personnel, culture, policies and practices the African-Americans found offensive and racist in the workplace.

Our founders showed great foresight by establishing high ethical and performance standards to guide the organization's decisions and actions.

The group, in its wisdom, selected a young, energetic Darren Reagan to lead the organization. Darren's leadership has produced an outstanding list of accomplishments:

Provided scholarship assistance of approximately \$250,000 to high school students to date.

Caused millions of dollars of private and public funds to be invested in Southeast Oak Cliff.

First to encourage NationsBank, Bank of America, Texas Commerce Bank, Bank United, and First Interstate Bank, to establish branches in SEOC neighborhoods.

Changed adverse personnel actions to give affected employees another career opportunity.

Negotiated agreement with Legal Services of North Texas to provide free legal aid at our Camp Wisdom office.

Filed class action and individual action suits on behalf of numerous private/public sector African American employees

Changed the hiring and promotion practices of financial institutions, Texas Department of Human Services, Texas Employment Commission and University of Texas System to increase the number of African-American Senior Managers, Supervisors and workers.

Secured adequate office space for the Association and the Community Development Corporation.

The Association continues to experience a rapid and increasing demand for its services. In response, the Board of Directors authorized the creation of the Black State Employees Association of Texas Community Development Corporation (BSEAT CDC), the Black State Employees Association of Texas Legal Fund (BSEAT LF), and the Black State Employees Association of Texas Social Service Fund (BSEAT SSF). The Association has assigned the appropriate functions and activities to each organization.

**Black State Employees
Association of Texas, Inc.
B.S.E.A.T.**

A Community-based organization serving African-American
residents, members, neighborhood-based organizations
and business owners

Board of Directors:

Darren L. Reagan
Chairman/CEO

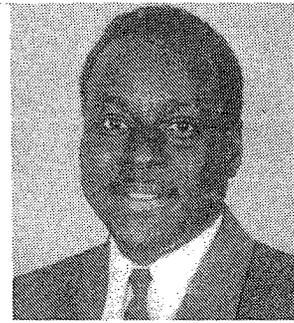
Allen McGill
Vice-Chairman

Members:

Carolyn Carey
Linda Johnson-Wilkins
Euna Robinson
Gail Terrell
Connie Buford
Deidra Wilkerson
James Milton

A Special Tribute And Thanks To Our Past Keynote Speakers

- 1990 - Mr. Bob Ray Sanders
Columnist/Journalist, Ft. Worth Star Telegram
- 1991 – Rev. Bernice King
- 1992 – Rev. Dr. Michael Walker
- 1993 – Rev. Dr. Michael Walker
- 1994 – The Honorable Ronald Kirk
(former Secretary of State)
- 1995 – Mr. Thomas Todd
Attorney at Law and Civil Rights Activist
- 1996 – The Honorable Marc Morial
Mayor, New Orleans, Louisiana
- 1997 – Ms. Shirley Wilcher
Deputy Assistant Secretary of Labor
- 1998 – Dr. Bernard Anderson
Assistant Secretary of Labor
- 1999 – The Honorable Michael Williams, Chairman,
Texas Railroad Commission



I would like to express my sincere appreciation and gratitude to our very fine and outstanding membership, friends and supporters. Thank you for your steadfastness, your commitment and true dedication over the past 10 years.

How appropriate, the theme for this year's annual awards presentation: "Developing Strategic Alliances To Build Stronger Inner-City Communities".

Across the world, across these United States of America, "Strategic Alliances", "Partnerships", "Relationships" have been formed and are continuing to be formed on a daily basis, in order to achieve certain goals and objectives.

The more common goals and objectives are: improving the bottom line, industry dominance or increased market share, more power and wealth.

In the year of 2000, African Americans who decides to continue living in their own inner-city community must still travel 5-10 miles to simply access a grocery store to buy Food To Eat! Must travel 5-10 miles to access a Bank, a Drug Store, a Movie Theater (AMC Theatres, UA Theaters), a Video Store, a national Book Store (Barnes & Nobles, Borders, Half Price Book Stores), a decent, casual or fine dining restaurants, a Coffee House (Starbucks), even a major healthcare facility/hospital (public or private).

African Americans who decides to continuing living in their inner-city community, are practically forced to choose the suburbs over their own communities because of a lack of affordable, as well as, move-up/upscale housing.

Corporate executives/leaders who are truly sincere about their company's bottom line and their company's performance in the market place must abandon their old way of thinking and conducting business. Demographics in most inner-city communities are just as competitive or even more competitive than many of certain companies (major retailers) existing/planned locations.

African American community leaders must be courageous, visionary and unselfish in our approach. We must use our influence, our relationships with proactive leaders in corporate America to impact the broader African American inner-city communities.

Thank you Daryl Kirkham for your true dedication, commitment and leadership. Thank you Allen McGill, Gail Terrell (you guys are the best), The Honorable Royce West, Richard Celli, Chris Redmond, Robert Sims, Peter Lewis, Don O'Bannon, Bob Rissing, William Emmons, Barry Burkholder, Vern Stockton, George Sherling, James Johnston, Byron Reed, Keri Rogers, Kenny Jastrow, Gwen Jones, Gerald & Troy Alley, Paul Dees, Steve Mussell, Charlie Reagan, Jim Riley, Mark Gilman, Ryan Evans. Most of all, Thank God, my parents Rev. & Mrs H.D. Reagan and my family.


Darren L. Reagan



Gail Terrell
Banquet Committee Chairperson

I am pleased to officially welcome you to the Black State Employees Association of Texas, Inc. (BSEAT), Eleventh Annual Banquet and Awards Dinner.

The evening promises to be informative, provocative, as well as enjoyable - we are privileged to welcome as the Banquet Keynote Speaker:

State Senator District 23
Honorable Royce West

Please sit back, relax and enjoy the evening. Many thanks to our supporters and volunteers for the generous financial and non-financial contributors made throughout the year to BSEAT.

Special thanks to our major supporters whom played an active role in making this evening possible:

**The Coca Cola Company and
Coca Cola Bottling Company
Temerlin McClain
The Dallas Examiner
Terrell & Associates, Inc.**

The Banquet Committee extends a heartfelt '*thank you*' to our supporters and sponsors.

It gives me great pleasure to announce the **West Cliff Shopping Plaza** in **under construction** and we have executed leases on the majority of the space.

2000

BANQUET COMMITTEE MEMBERS

Juneeta Boyd

Chairperson

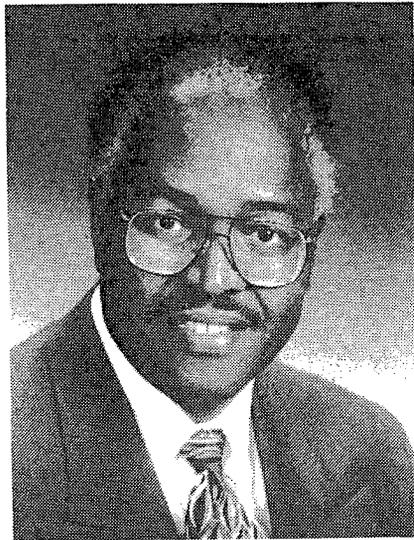
Doris	Brown	Krystal	Houston	Jackie	Muhannad
Connie	Buford	Ruth	Houston	Kimberly	Reed
Nicole	Buford	Brayonna	Howard	Candis	Reeves
Nieja	Buford-Boykin	Tony	Jackson	Euna	Robinson
Jackie	Ervin	Ryan	Milton	Joseph	Terrell
Derrick	Golette	Raymond	Milton II	Catherine	Watson
Javonda	Harris	Harold	Mitchell	Regina E.	Watson
Felicia	Hopson	Jonathan	Mitchell	Deidra	Wilkerson
Chris	Houston	Rachel	Mitchell	Cynthia	Williams

2000 Trailblazers Honorees:

*Mr. Fred L. Blair, President, Fred L. Blair Real Estate Company
and Appraisers*

*Ms. Lori Henderson Moon
Past President/Chief Executive Officer
Dallas Housing Authority*

*Dr. Terry J. Flowers
Headmaster and Executive Director
St. Phillips School and Community Center*



Fred L. Blair
Real Estate Broker

Fred L. Blair has been a Real Estate Broker since 1968. Mr. Blair has been engaged in general real estate practice DBA as Fred L. Blair Real Estate Company, located at 210 W. Illinois, Dallas, Texas. He specializes in sales and management of all types of real estate property.

Mr. Blair was elected to the Dallas City Council, January 1980-84. He served as Deputy Mayor Pro Tem of the Council from 1980-83 and as Mayor Pro Tem from 1983-84. Fred Blair was elected to the Texas House of Representatives District 110 November 1986 to December 1992. Legislative committee assignments were the Human Services Committee, Council on Minority Health Affairs (Chairman), Urban Affairs Committee, Legislative Black Caucus, Affordable Housing Task Force, Public Education Committee, Legislative Redistricting Committee, and Texas House of Representatives Legislative Black Caucus (Chairman).

Fred Blair has membership in the following organizations: National Association of Real Estate Brokers, Inc. (Past President), National Association of Real Estate Brokers, Inc. (Past Vice President) Texas Association of Real Estate Brokers, Inc. (Past Chairmen of the Board), Dallas Association of Realtors, Texas Association of Realtors, National Association of Realtors, Dallas Association of Real Estate Brokers, Inc. (Past President), Dallas Black Chamber of Commerce (past 1st Vice President), Oak Cliff development Corporation (Board of Directors).

Mr. Blair's education includes El Centro College and Dallas Baptist University. Mr. Blair is married to Evelyn N. Blair. They have 4 children.



***Lori Henderson Moon
Past President/ Chief Executive Officer
Dallas Housing Authority***

Ms. Lori H. Moon is past President and Chief Executive Officer of the Housing Authority of the City of Dallas (DHA). In this capacity, she had oversight of the administration and professional work involved in the planning, directing and coordinating of the local low-income housing and assisted programs, which consists of approximately 16,000 public housing and section 8 units. Her position also involved directing and managing the efforts of more than 400 employees and an annual operating budget of \$100 million.

Before coming to the Dallas Housing Authority in April of 1989, Ms. Moon was the Administrator of Housing Management Administration at the D.C. Department of Public and Assisted Housing, where she managed approximately 12,000 conventional public housing units. While supervising the staff of 300, she also was responsible for coordinating special program activities designed to promote self-sufficiency among public housing residents.

Ms. Moon holds a bachelor's degree in Administration of justice from the University of Missouri at Saint Louis and a master's degree in Urban Affairs from Saint Louis University. She has completed the requirements for the Ph.D. Program in Urban and Public Administration at the University of Texas at Arlington and is currently working on her dissertation.

Ms. Moon's career in Public Administration began as a Policy Analyst for the U.S. Advisory Commission on Inter-governmental Relations; she then served as a Community Development/ Local Government Specialist at the University of Missouri in St. Louis for two years.

Ms. Moon serves on the Board of Directors for the Jeffries Street Learning Center, Texas Chapter of the National Association of Housing and Redevelopment Officials, The National Association of Resident Management Corporations (NARMC). She also is a member of The Dallas Assembly, serves as a regent of Texas Southern University in Houston, and is on the Chase Bank Metroplex Community Advisory Council. She is a native of St. Louis, married, and the mother of two daughters.



Dr. Terry J. Flowers
Headmaster and Executive Director
St. Phillip's School and Community Center

Dr. Terry J. Flowers is currently the headmaster and executive director of St. Phillip's School and Community Center located at 1600 Pennsylvania Avenue in South Dallas. He views his work with young children as his calling and education as his ministry. Dr. Flowers grew up in Chicago, Illinois, taught in Iowa, Chicago and Harlem, New York. His experience in Urban communities prepared him for the challenges confronting St. Phillip's. He views St. Phillip's School and community Center as a model for inter city schools because of its provision of social services and concentration on community development. St. Phillips remains open until 7:00 pm Monday through Friday and remains open on weekends and throughout the summer for literacy, health screening, senior citizens services, youth athletics to enrich and provide recreational activities to the community. The school and community center has established a Neighborhood Development Corporation, which targets housing, economic development and public safety. This work is a template for addressing inner-city erosion and neighborhood revitalization.

Dr. Flowers has served as an adjunct professor for SMU. He serves his church and on several boards and advisory counsels.

Dr. Terry J. Flowers holds three masters degrees, one in Early Childhood Education from the University of Northern Iowa, One in Curriculum and Instruction and another in Administration from Columbia University in New York. He holds a Doctorate degree in Education from Teachers College, Columbia University.

Dr. Flowers is married to Gernise and they have three daughters Taylor, Taryn and Tia.



2000 HOST OF CEREMONY

MICHAEL WAYNE WALKER
PASTOR MESSIAH BAPTIST CHURCH
OF BROCKTON, MA

"Those who cannot increase you will inevitably decrease you," Epictetus aptly stated centuries ago. As a life-giving spirit, Michael Wayne Walker nurtures the conditions for people to increase. Though offering vision, hope, and analysis, his work demonstrates a critical posture that challenges people toward personal and structural transformation.

The wit of Michael Walker builds mutually affirming relationships and greets the child within every person. Daily, Walker takes time to giggle and affirm the child within himself.

As an exegete of scripture and society, Walker helps people develop their comic vision and laugh life. Walker is the Administrative Minister of the Messiah Baptist Church of Brookton. He has served as one of the ministers of Messiah since 1982 and declares that " he has never seen a toy or playful person that he didn't like." Because anything that can be dreamed of can be planned for, Walker Financial Services, Inc., Walker's ministry of prosperity; helps people accumulate wealth.

Walker is a financial advisor that intentionally helps people overcome the hardening of the attitudes and manage money. With an educational background that starts at St. Mark's School of Texas and culminates as Harvard, Walker is intentional about helping people get more mileage and smileage out of their lives.

Along with his wife, Paulette Abney-Walker, Walker says that his mentors are his daughter, Michaele Allena, and son, Jon-Paul Christian.

When asked to describe himself, he says, "Michael Wayne Walker is " .. a fool for the Lord."

The test of Mike Walker, his organization, teachings and leadership is not genius. It is his capacity to make common people achieve uncommon performance.



Angelique Tege'
Metro Associate Producer/ Reporter

Angelique is a native New Yorker transplanted to Texas who has become a vital instrument for our community. Former on air host and associate producer of two educational Court TV teen programs, she finds it important to bring a better understanding and awareness of major issues to the younger generation. Angelique found it important to change African American advertising as a junior Art Director for Maybeline Cosmetics. She is currently an associate producer and reporter for WFAA-TV Channel 8's Metro news magazine.

Angelique attended State University at Albany. In New York she mentored a neighborhood teen program for 5 years. Here in Dallas she is active in "Steps to Excellence" for teen mothers and serves as president of the Pack Foundation.

2000

COMMUNITY SERVICE HONOREES ARE:

**MS. LINDA JEFFERS,
DIRECTOR, HUMAN RESOURCES
TEMERLIN MCCLAIN**

**MS. CHERYL BROWN,
COMMUNITY AFFAIRS & BUSINESS
DEVELOPMENT MANAGER
THE COCA COLA BOTTLING COMPANY OF NORTH
TEXAS**

**MS. MARIAN BUEHLER,
VICE PRESIDENT, ADMINISTRATION
SIX FLAGS OVER TEXAS**

THANK YOU

SPEAKER
ROYCE WEST
STATE SENATOR, DISTRICT 23



The Honorable Royce West has been the State Senator for the 23 District since 1993. His representation spans the 73RD, 74TH, 75TH and the 76TH Legislative Sessions. Senator West has numerous legislative initiatives over his legislative career some of which include creating college admission opportunities for all students, establishing the University of North Texas System Center at Dallas, creating the Texas Juvenile Crime Prevention Center at Prairie View A&M University, enhanced funding for at risk youth programs, creating a new zero tolerance law for minors who drink and drive, enacted stiffer penalties for adults who sell or provide alcohol to minors, Allowing greater compensation for victims of violent crime, enhancing enforcement of protective orders, and establishing new standards for child care.

Senator West coauthored a revision of the Juvenile Justice Code. This revision created a "TOUGH LOVE," no-nonsense approach to juvenile crime. His committee assignments are: Chairman of the Senate Interim Committee on Gangs and Juvenile Justice., Chairman of the Subcommittee on Higher Education, Member of these Standing Senate Committees: Criminal Justice, Finance and Education and he is a member of the Texas Legislative Council.

Senator West attended public school in Dallas and Wilmer-Hutchins. He received his Bachelor's and Masters's degree in Sociology from the University of Texas at Arlington (UTA). In 1979 he earned his Doctorate of Jurisprudence from the University of Houston. He is a licensed Attorney and Councilor -at-law. He is certified by the Federal Bar of Texas (Northern District) since 1980. He is partner in the law firm of Robinson, West and Gooden.

From 1979-1984 Royce West was an Assistant District Attorney. Three of those years were spent as the Chief Felony Prosecutor for Dallas County. He was the first African-American to hold this position.

Senator West serves on 14 boards and has received numerous awards and honors including the 1999 Trailblazer Award from The Black State Employees Association of Texas.

Senator West is married to Carol R. West, CPA and is a Deacon at Good Street Baptist

2000 PROGRAMME

THEME:

"DEVELOPING STRATEGIC ALLIANCES IN ORDER TO BUILD STRONGER INNER-CITY COMMUNITIES"

WELCOME

KIMBERLY REED
SKYLINE CAREER CENTER

MISTRESS OF CEREMONIES

ANGELEQUE TEGE
WFAA-TV, CHANNEL 8

MASTER OF CEREMONIES

REV. DR. MICHEAL WALKER
MESSIAH BAPTIST CHURCH, BROCKTON MA

INVOCATION

DR. WILLIE E. HARRIS
PRESIDENT, CELEBRITY ART PRODUCTIONS

OCCASION

BROAYONNA HOWARD
UNIVERSITY OF NORTH TEXAS

***** ENTERTAINMENT *****

*****DINNER*****

INTRODUCTION OF DAIS

GAIL TERRELL
BANQUET CHAIRPERSON

PRESENTATION OF AWARDS

GAIL TERRELL
CONNIE BUFORD
JAMES MILTON
CANDIS REEVES
RYAN MILTON
JAVONDA HARRIS
B.S.E.A.T MEMBERS

INTRODUCTION OF SPEAKER

ALLEN MCGILL
PRESIDENT

SPEAKER

THE HONORABLE ROYCE WEST
STATE SENATOR, DISTRICT 23

COMMENTS/ CLOSING REMARKS.

ALLEN MCGILL, PRESIDENT
DR. DARREN L. REAGAN,
CHAIRMAN / CEO

BENEDICTION.

REV. H.D. REAGAN, PASTOR
EASTGATE BAPTIST CHURCH

**A SPECIAL THANKS
&
APPRECIATION

TO OUR 10+ YEARS CORPORATE
SUPPORTERS**

Ag Associates

ALP Printing, Inc.

American Airlines

ARAMARK Entertainment (formerly Ogden Entertainment)

East Gate Baptist Church

Smirnoff Music Centre (formerly The Coca Cola Starplex)

Temerlin McClain

The Coca Cola Company

Wells Fargo Bank (Formerly First Interstate Bank)

WFAA-TV, Channel 8

**“Developing Strategic Alliances
Through Neighborhood Associations
Partnerships and Federal, State &
Local Legislative Initiatives”**

Memorandum



CITY OF DALLAS

DATE August 19, 1994

TO Those Listed

SUBJECT **Black State Employees Association of Texas**

This is to inform you that the Black State Employees Association of Texas (BSEAT) has requested Economic Development to notify applicable departments that this group is the official certified development corporation serving as a liaison for redevelopment activities for South East Oak Cliff. Their service area is:

**Trinity River to the North
I-20 to the South
I-35 to the West
I-45 to the East**

If any activities are going on in these areas Professor Allen McGill should be notified at P.O. BOX 763773, Dallas Texas 75376, phone number 371-7710, of these meetings.

Please call Lydia Williams at extension 0173 if you have any questions.

Mary Bland

Mary Bland, Southern Dallas Manager
Economic Development Department

ldw

LISTED: Purchasing Department
Office of Minority Business
Community Development
Housing Department/(Planning)
Planning Department
Allen McGill

**Southeast Oak Cliff - Dallas, Texas (S.E.O.C.)
Boundaries are:**

I35 South - Western Boundary

I45 South - Eastern Boundary

I20 - Southern Boundary

Trinity River - Natural Northern Boundary

The uniqueness of Southeast Oak Cliff (S.E.O.C.) is that the area is home of the largest contiguous population of African Americans in the state of Texas, with approximately 108,000 residents, 95% are African Americans. Over 1/3 of all African Americans living in the city of Dallas resides in S.E.O.C. Recent statistics reported in one of D/FW's daily news publications disclosed, of the annual \$2.5 billion consumer dollars spent in the city of Dallas, over \$900,000 comes out of S.E.O.C.

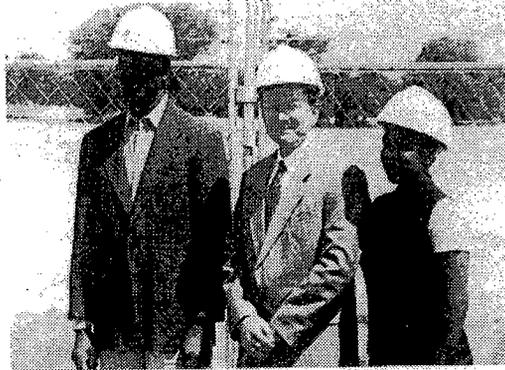
Residents of S.E.O.C. are now witnessing a renaissance of the neighborhoods, mainly due to the years of leadership, constant and consistent advocacy provided by the B.S.E.A.T., Inc.

SOUTHEAST OAK CLIFF NEIGHBORHOOD ASSOCIATIONS

Association Name	President Name
Arden Terrace Neighborhood Assoc.	Eva Samples
Beckley Saner Neighborhood Assoc.	Betty Hallium
Cedar Crest Village Neighborhood and Civic Club	Nathaniel Washington
Cliffwood Homeowners/Tenant Assoc.	Thelma Norman
Creekside Neighborhood Assoc.	Nayoma James
Crime Watch #3356	Ruth Wyrick
Ewing & Corinth Community Organization	Melba Williams
Five Mile Creek North	Raymond Williams
Glendale Crime Watch Group	Betty Crawford
Goldmine Carrigan Terrance H/O Assoc.	James Fantroy
Harlandale Neighborhood Assoc.	Margie Ree Hicks
Hemphill Drive Association	Phyllis White
Highland Hills Civic League	James Fantroy
Highland Hills Neighborhood Assoc.	Linda Splatt
Horizon Estates	Tina Wilson
Lancaster ~ Kiest Neighborhood Assoc.	Okenetta Piper
Liberty Heights Association	Connie Buford
South Oak Cliff Neighborhood Association	Orr Hinton
Southeast Oak Cliff Homeowners Assoc.	Mattie Moore
Trinity Heights Concerned Citizens	Vinita Jackson
United Front of Dallas	Fahim Minka

Black State Employees Association of Texas

To make a positive and visible impact on economic development and revitalization in southern Dallas, the Black State Employees Association of Texas (BSEAT) formed a Community Development Corporation. It didn't take



From Left: Allen McGill; Chris Redmond, Chase; Gail Terrell

long for the group to find a worthy project. BSEAT located a vacant shopping center, Westcliff Plaza, and set out to develop a new retail center for the community. Working with Chase Texas Community Development Lender Chris Redmond, BSEAT developed a financial plan to purchase the site, demolish the existing buildings, and construct a new shopping center. Redmond helped BSEAT negotiate a repayment plan for delinquent property taxes, obtain market information, acquire pro bono legal services and complete an environmental report. Chase Texas helped BSEAT identify a lead tenant for the shopping center — Albertson's, which committed to build a full-service, 62,000-square-foot grocery store. "When this project is completed in mid-1999, southern Dallas residents will have a new supermarket and other retail stores within a short drive of their homes," said Redmond. Through this collaborative effort, southern Dallas will benefit from the vision and leadership of BSEAT and Chase Bank of Texas.



Organization Rationale

The public and private investments directed toward business development in Southeast Oak Cliff has been piecemeal and fragmented. Without an organization capable of data collection and analysis, information dissemination and discussion through public forums, the more than twenty organizations, investors, business owners, residents, and public officials are left without a coherent way to plan and influence the development process. The existing process has kept many stakeholders in the dark regarding developments that need public comment. The results have been a hodgepodge of projects including some the residents did not want. These piecemeal approaches actually act as a disincentive to investors because of the perceived high degree of uncertainty involved in building in inner-city neighborhoods.

BSEAT CDC gives investors, residents, business-owners, and public officials a stable operating platform for decision-making and the development of business projects that will be well-supported.

BSEAT CDC GOALS

To mobilize resources to develop and implement planned growth strategies for the Lancaster and I-20 corridors.

To increase retail and commercial choices for residents in **SEOC**.

To identify and control key parcels of land to ensure residents will influence the development process.

To create maximum employment opportunities for local residents.

To act as the principle organization responsible for information dissemination to the coalition of neighborhood-based organizations residents.

To continue to act as a coalition leader and spokesperson for residents, business owners and neighborhood-based organizations on development issues in Southern Dallas.

To mobilize the resources to plan, develop, and implement growth strategies for the I-20 corridor between I-45 and Highway 67.

Shopping center planned

Retail plaza to replace southwest Dallas mall

By Tony Hartzel
Staff Writer of The Dallas Morning News

A new retail venture is headed for southwest Dallas, and developers have borrowed from the past to help forge that area's future.

Early next year, West Cliff Shopping Plaza should begin emerging from the ground at Hampton Road and Ledbetter Drive, said Darren Reagan of the Black State Employees Association of Texas. The association's community development corporation closed a deal to bring a \$4.3 million shopping center to the site of the former Rosa Parks Mall at Westcliff.

Albertson's Food & Drug Stores and Bank United have committed to build on the site, which could have as many as 15 tenants, Mr. Reagan said.

"This will have an immediate impact on development in that area," Mr. Reagan said as he signed papers at a downtown title company.

Today, the intersection is marked by a gas station at each corner and three fast-food restaurants. A Kroger grocery store, a barbecue restaurant and an Eckerd drug store are nearby.

"They ain't got nothing else but those fast-food places," said Fort Worth resident James Wallace, 73, who often visits friends in the area.

"I tell you what," Mr. Wallace said as he filled his tires with air. "If they get a mall or something like that, an Albertson's right there, that would be a God-sent thing."

"Good," said Irene Simon, a 51-year-old nurse's aide and area resident, when she heard about the deal. Please see SHOPPING on Page 32A.



The Dallas Morning News, Sandy Eli Gre

The former site of the Rosa Parks Mall at Westcliff, at the northeast corner of Hampton Road and Ledbetter Drive, will be the home for West Cliff Shopping Plaza. The new retail center is expected to be built next year.

Shopping center set for southwest Dallas

Continued from Page 31A.

new shopping center. "It really needs it."

The original shopping center, built in the mid-1960s as Westcliff Mall, was torn down in spring 1997 after its last owner filed for bankruptcy. The community development group bought the property for \$470,000 soon after that.

Many residents such as Carolyn Hinson, 54, remember the older mall and the convenience it brought the neighborhood.

"To me it would be a good thing," Ms. Hinson said, as mechanics worked on her car at the intersection's Mobil gas station. "When we had the mall, it was nice."

Developers announced Albertson's plans to build at the site in late 1997 and had anticipated it would be open 15 months later.

"Two more years may seem like a lot to some folks, but it's not when you consider factors like stringent environmental laws and dealing with everyone's lawyers," Mr. Reagan said.

A New York-based nonprofit agency put up \$1 million needed to secure the remaining \$3.3 million in financing. The Retail Initiative Inc. began talking with Mr. Reagan in spring 1998 and decided to invest in West Cliff because the area needs

more neighborhood retail services, said vice president Kerri Rogers Anderson.

"It's a mission — with a margin," she said. "Our investors are looking for a return, and South Oak Cliff is a neighborhood that is underserved."

The project is one of the largest commercial real estate ventures ever undertaken by an African-American community development corporation, Mr. Reagan said.

A critical component was Albertson's, which agreed to build a 62,300-square-foot store.

"All the money in the world is not going to make it happen if the retailer didn't want to be there," said Ms. Rogers Anderson, whose group has helped redevelopment projects in black neighborhoods of New York, Philadelphia and Chicago.

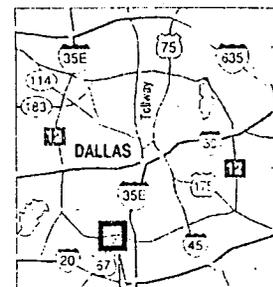
The minority community will enjoy other benefits because construction will be handled by minority contractors, Mr. Reagan said.

"It'd be great to have that so you don't travel too far to do your shopping," said Harold Jones, a 49-year-old Glendale resident and photographic lab worker. "This community right here, I think it's big enough to hold it."

A coalition of banks will provide the \$3.3 million financing: Chase

"It's a mission — with a margin. Our investors are looking for a return, and South Oak Cliff is a neighborhood that is underserved."

— Kerri Rogers Anderson, vice president, Retail Initiative Inc.

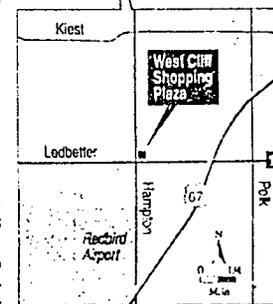


Bank of Texas, Bank United, Compass Bank, Northern Trust Bank, Frost Bank and Bank of Texas.

"We looked at the deal because it benefits the community first," said Chris Redmond, vice president for community development for Chase, the lead financier. "It's a great deal for the community. The economics of the deal are fantastic."

Originally, the mall was home to a grocery store, florist and electronics store. It also boasted a four-story medical office building. Developers are talking with national video, car rental and bookstore chains.

Mr. Reagan and the Black State Employees Association have been active with other merchants in the Hampton-Ledbetter area. Last year, they persuaded Kroger to keep its store open after company officials announced plans to close it. Now,



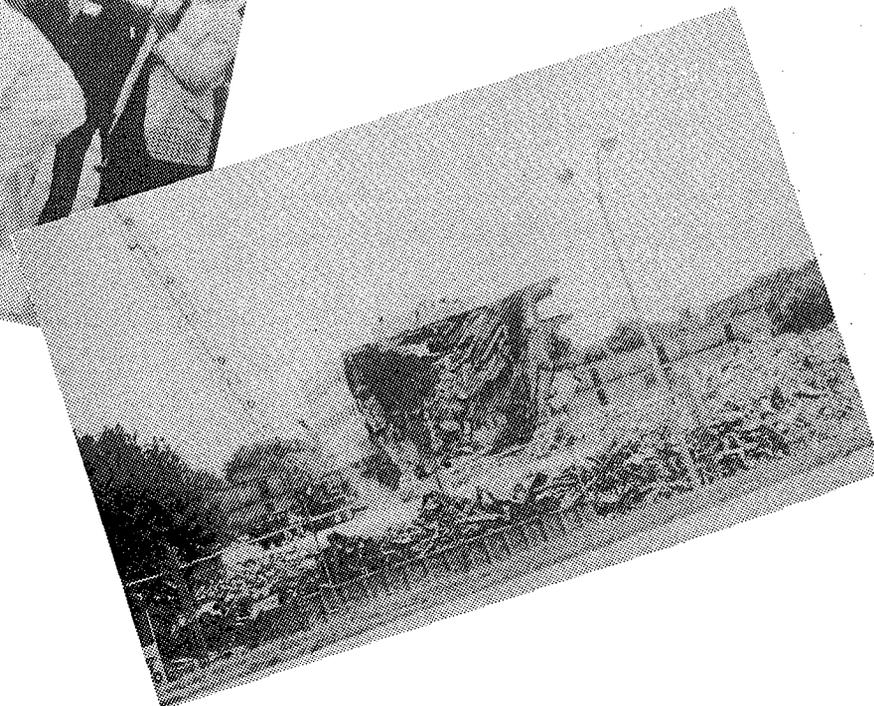
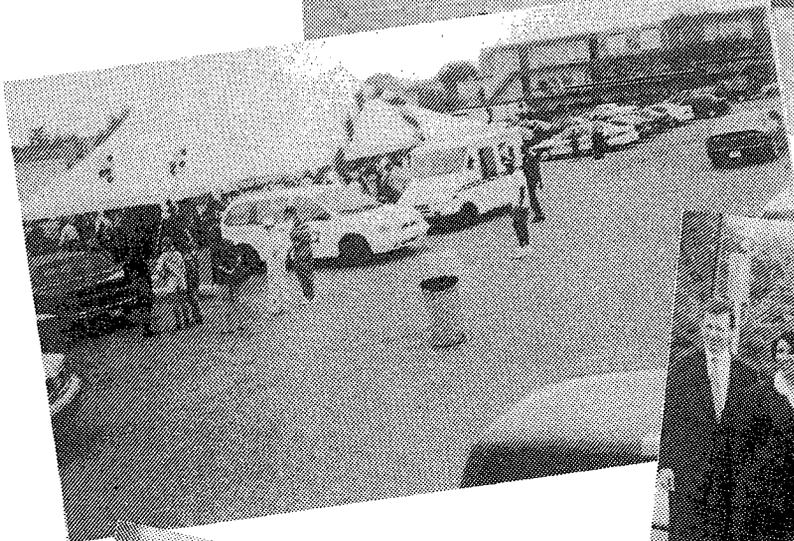
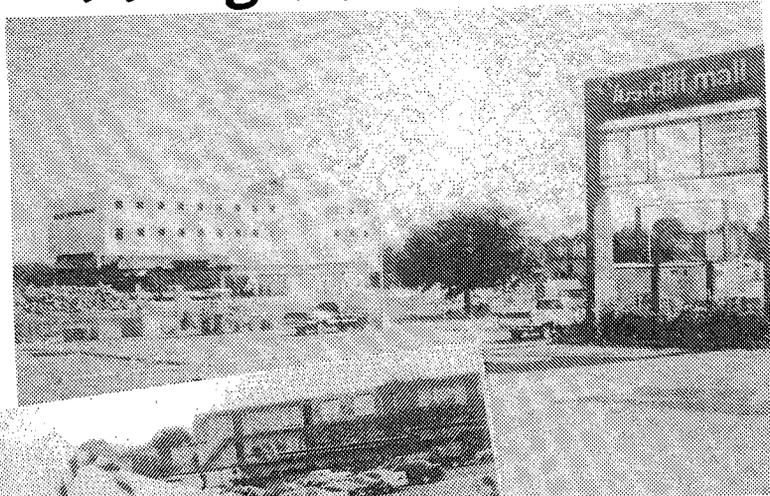
The Dallas Morning News

the group has brought in a company across the intersection.

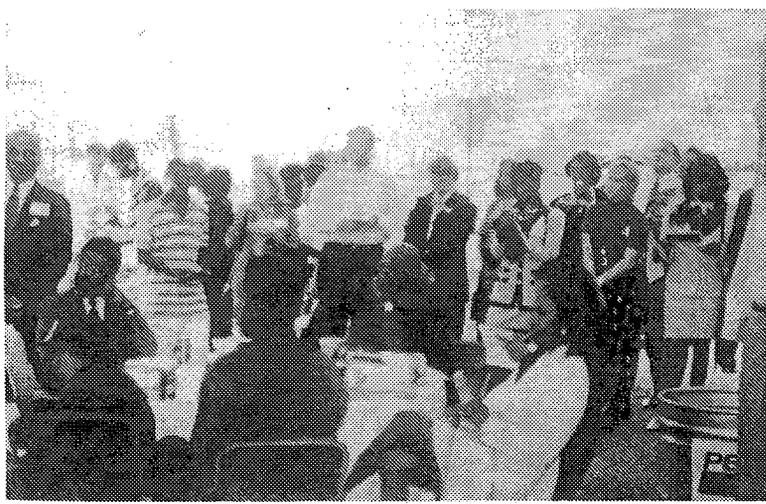
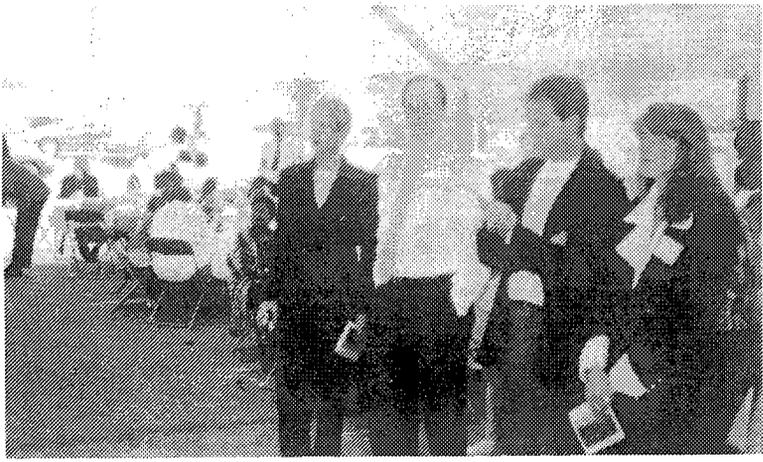
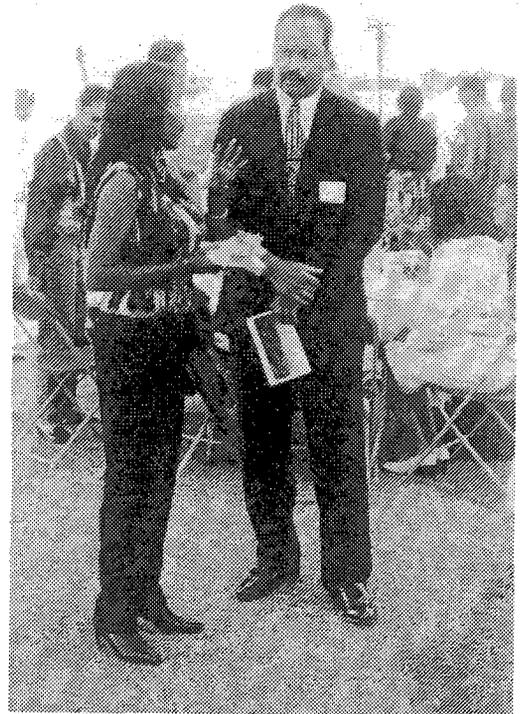
"We see it as good business," Reagan said. "You go into other neighborhoods, and you see grocery stores on every corner. That's good for the community."

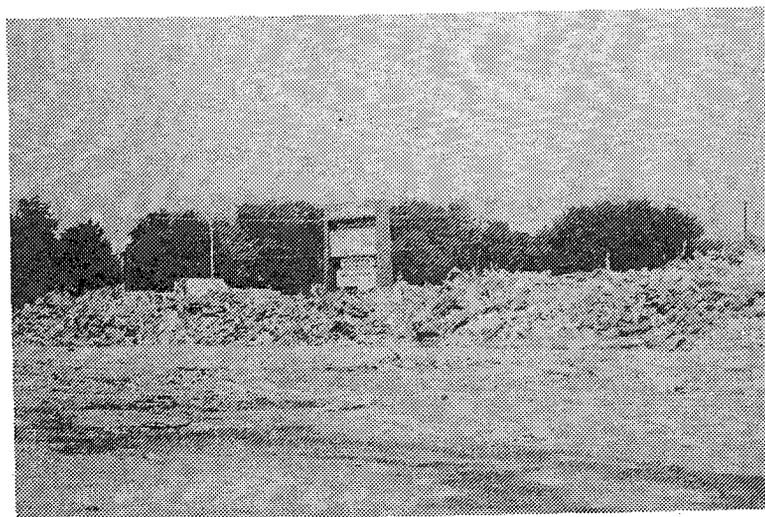
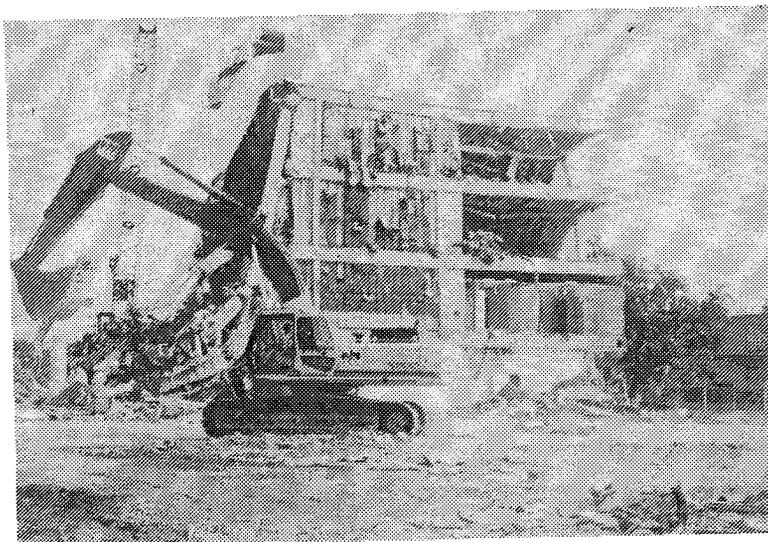
Staff writer Terri Langford contributed to this report.

Progress in the Making—A new look for Westcliff Mall



te Employees Association unity Development Corpor





The B.S.E.A.T. C.D.C. Inc. West Cliff Shopping Plaza construction, development and financing meeting with senior officials from Chase Bank of Texas, Con-Real, Inc., CB Richard Ellis, and FannieMae.



CAUTION!!!

**PLEASE PARDON OUR
DUST!!!**

**CONSTRUCTION
UNDERWAY!!!**

**THE NEW WEST CLIFF
SHOPPING PLAZA**

GRAND OPENING 2001

Press Release:
For Immediate Release
Date: April 20, 2000

Contact: Darren L. Reagan
Telephone: (214) 207-0848

Attention: News Director/Editor

"Construction to Begin Soon On the West Cliff Shopping Plaza"

The Black State Employees Association of Texas Community Development Corporation, Inc. (BSEAT CDC) has received building permits and approvals for its much anticipated 95,000 sq. ft. shopping center development located at the intersection of Ledbetter Drive (Loop 12) and Hampton Road in southwest Dallas. According to BSEAT CDC Chairman/CEO Darren Reagan, the organization will begin soliciting bids for construction of the center on **Thursday, April 27**. "West Cliff Shopping Plaza (formerly the Rosa Parks Mall) is the largest commercial retail development of its kind, size and magnitude by an African American community or national based organization in the history of this country," stated Mr. Reagan.

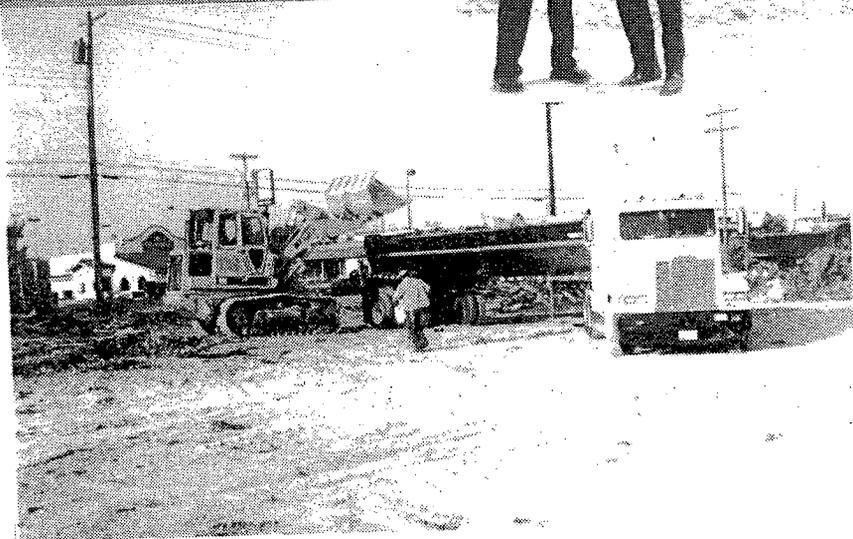
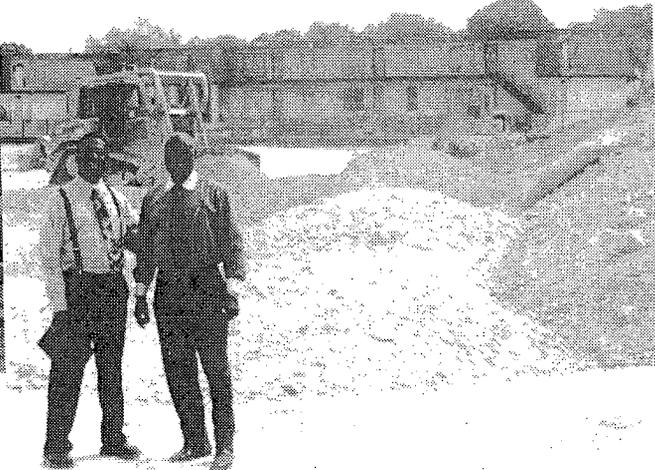
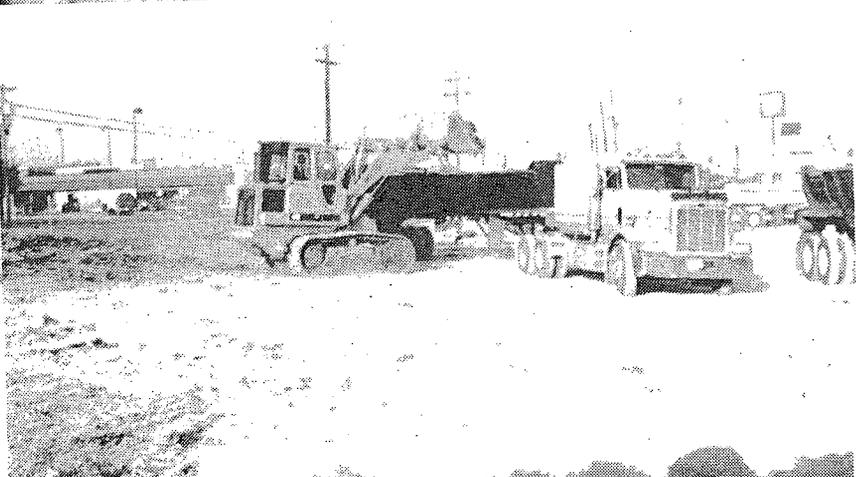
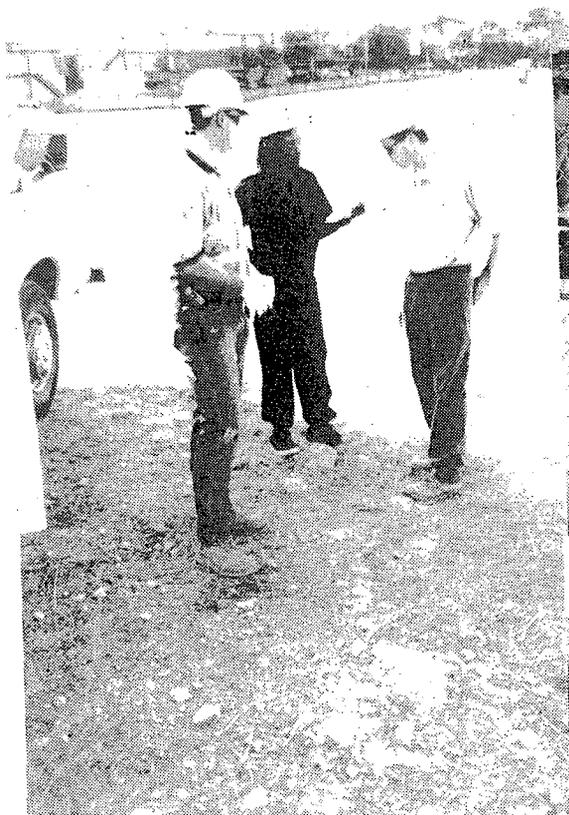
"We are excited and we look forward to selecting a general contractor for the Shopping Plaza," said Mr. Reagan, "and we anticipate interest from as many as half a dozen companies, several of which will also bid on construction of the Albertson's grocery store portion of the center. We will host a **pre-bid conference at 2:00 p.m. on Wednesday, May 3rd** to acquaint BSEAT and the selected general contractor with ethnic minority subcontractors with the capacity to participate in the project. As always, BSEAT remains committed to increasing access to opportunity for African American suppliers and vendors," Mr. Reagan said. "By announcing the invitation to bid early, BSEAT CDC anticipate a strong African American subcontractor response."

BSEAT and its architectural firm, Alliance Architects, have taken early steps to insure significant ethnic minority participation in the venture. Calling upon longstanding relationships with the Dallas Black Chamber of Commerce and the Arena Group, Reagan and Alliance Architect principal, Charlie Reagan (no relation) expect the nearly \$9 million project will yield outstanding opportunities for local subcontractors.

Subcontractors interested in bidding, can inspect plans and specifications on **Thursday, April 27th** at the following offices. Whiting-Turner, David Christopher, Abco Builders, EMJ, and MDI. in addition to being available at the Dallas Black Chamber of Commerce office. Terrell & Associates principal, Gail Terrell is the Director of Operations for this project.

Current tenants include: a 63,000 sq. ft. Albertson's Grocery Store, a full service free standing Bank United branch, Starbucks Coffee House (inside Albertson's), Blockbuster Video, ACE Cash Express, Subway, Delightful Donuts and others. Final lease negotiations are underway to secure a national Home Office Electronic Appliance Store, a national Income Tax preparation business, a Clothing and Beauty Salon, a national Hair Care Product Store, a national Rent-A-Car Agency, a Coin Operated Laundry and a Dry Cleaner's.

For leasing information, please contact Mr. Stephen C. Mussell of the Wilcox Realty Group at (972) 759-7800.



THE NEW WEST CLIFF SHOPPING PLAZA

OWNER
 West Cliff Shopping Plaza, Inc. 10000 N. 10th St., Suite 100, Phoenix, AZ 85020

DEVELOPER
 The Phoenix Group, Inc. 10000 N. 10th St., Suite 100, Phoenix, AZ 85020

PROJECT COORDINATOR
 The Phoenix Group, Inc. 10000 N. 10th St., Suite 100, Phoenix, AZ 85020

GENERAL CONTRACTOR
 The Phoenix Group, Inc. 10000 N. 10th St., Suite 100, Phoenix, AZ 85020

ARCHITECT
 The Phoenix Group, Inc. 10000 N. 10th St., Suite 100, Phoenix, AZ 85020

ENGINEER
 The Phoenix Group, Inc. 10000 N. 10th St., Suite 100, Phoenix, AZ 85020

LANDSCAPE ARCHITECT
 The Phoenix Group, Inc. 10000 N. 10th St., Suite 100, Phoenix, AZ 85020

PLUMBING
 The Phoenix Group, Inc. 10000 N. 10th St., Suite 100, Phoenix, AZ 85020

ELECTRICAL
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MECHANICAL
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PAINTING
 The Phoenix Group, Inc. 10000 N. 10th St., Suite 100, Phoenix, AZ 85020

CONCRETE
 The Phoenix Group, Inc. 10000 N. 10th St., Suite 100, Phoenix, AZ 85020

IRONWORK
 The Phoenix Group, Inc. 10000 N. 10th St., Suite 100, Phoenix, AZ 85020

GLASS
 The Phoenix Group, Inc. 10000 N. 10th St., Suite 100, Phoenix, AZ 85020

ROOFING
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COMING SOON: THE NEW WEST CLIFF SHOPPING PLAZA

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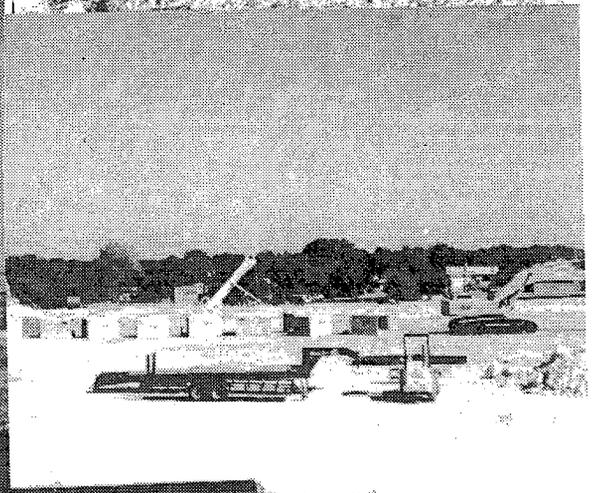
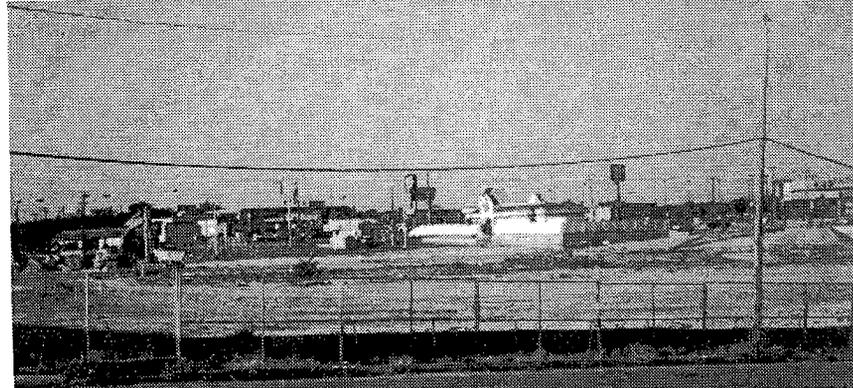
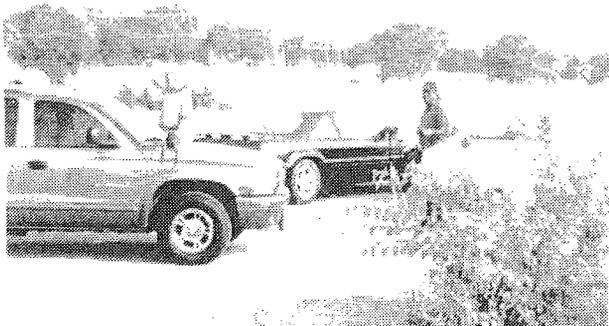
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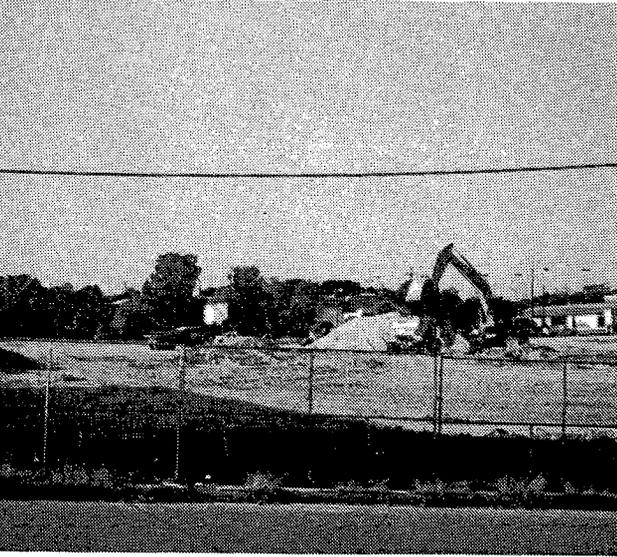
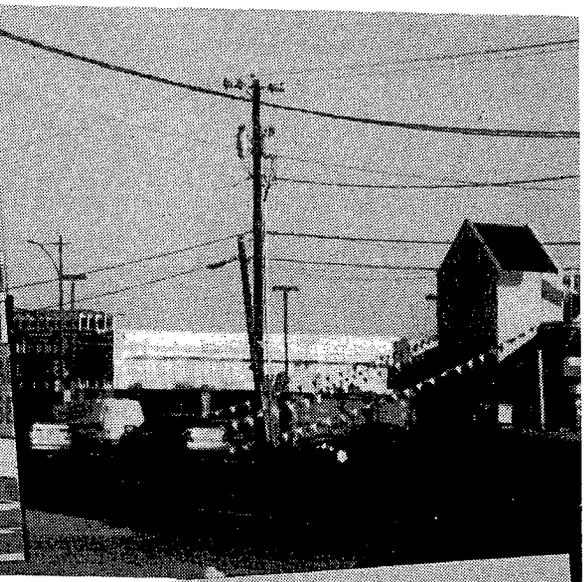
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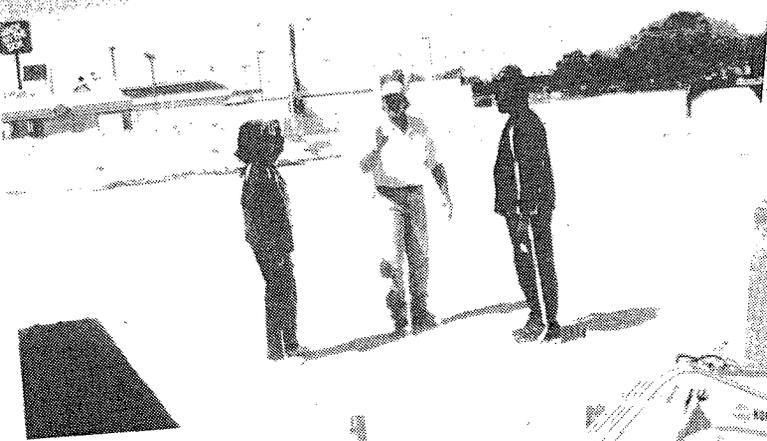
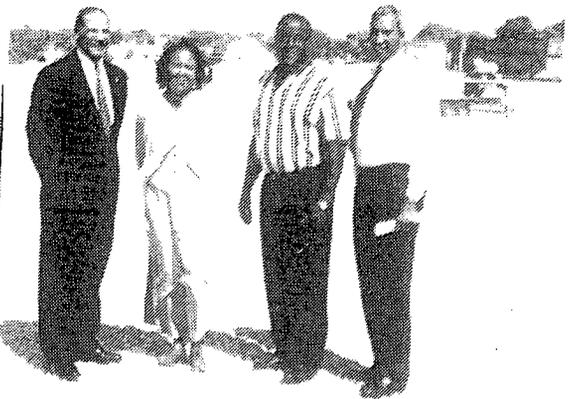
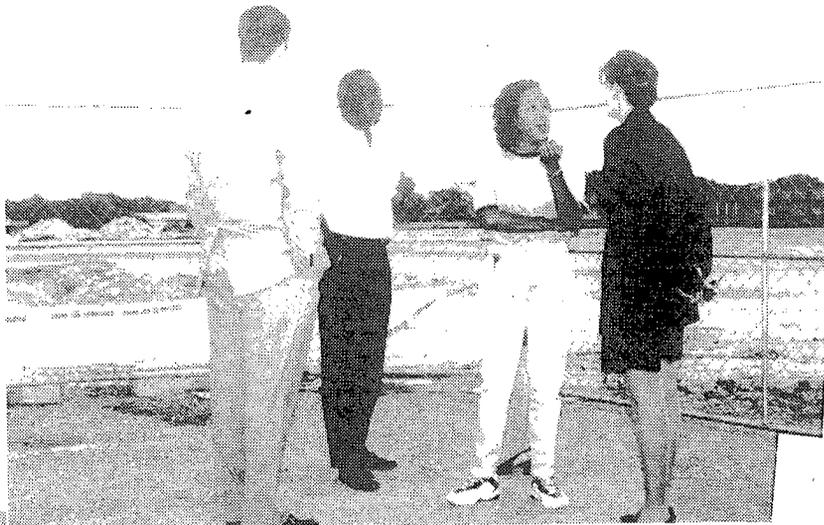
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ROOFING
 The Phoenix Group, Inc. 10000 N. 10th St., Suite 100, Phoenix, AZ 85020







Closing the deal



Darren Reagan, president of the Black State Employees Association of Texas (BSEAT), shakes hands with Mark Gilman from Blockbuster, Inc. Mr. Gilman, Executive Vice-President, Chief Development & Franchise Officer, signed a contract last week confirming Blockbuster's participation and lease agreement in the renovated Westcliff Mall.

Mr. Reagan said BSEAT plans to confirm other lease agreements in the near future. The mall is scheduled to open in 2001.

“Developing Strategic Alliances Through Education Partnerships”

- Student Scholarships
- Youth Job Fairs & Employment/Intern Opportunities



GREETINGS FROM THE SCHOLARSHIP CHAIR

I would like to take this opportunity to congratulate each of the 2000 scholarship recipients on their accomplishments. Also, thanks to all our business and corporate sponsors. Your consistent and generous contributions have and will continue to make a positive impact in the lives and education of our young people.

Sincerely,

Deidra Wilkerson

*Deidra Wilkerson
Scholarship Chairperson*

A special thanks and appreciation to Dr. Reagan, Mr. McGill and the members of the Scholarship Committee.

SCHOLARSHIP COMMITTEE

CASSANDRA ADAMS

JUNEETA BOYD

FELICIA HOPSON

KAREN CARTER

KEITH CARTER

MARGARETT GORDON

RUTH HOUSTON

REGINALD MOORE

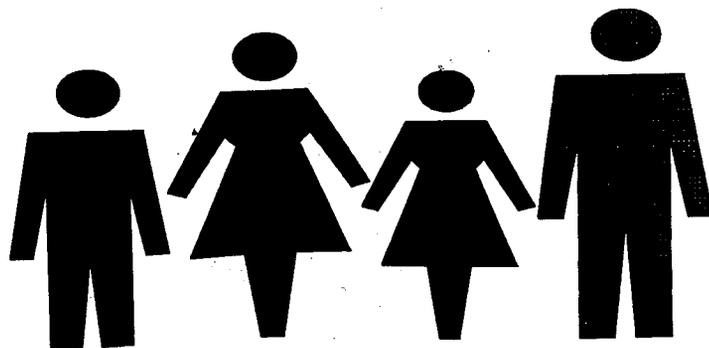
JACKIE MUHAMMAD

EUNA ROBINSON

LINDA WILKINS

CYNTHIA WILLIAMS

A +



**THE BLACK STATE EMPLOYEES ASSOCIATION
OF TEXAS, INC.**

2000 SCHOLARSHIP WINNERS

**RAHL BAKER
CARTER HIGH SCHOOL
TO ATTEND: PRAIRIEVIEW A&M UNIVERSITY**

**KATRINA BRAKENS
ROOSEVELT HIGH SCHOOL
TO ATTEND: TEXAS A&M UNIVERSITY**

**TIFFANY CAUSEY
ROOSEVELT HIGH SCHOOL
TO ATTEND: UNIVERSITY OF NORTH TEXAS**

**ASHLEY GIBSON
SKYLINE HIGH SCHOOL
TO ATTEND: UNIVERSITY OF OKLAHOMA**

**ROSE HAWKINS
ROOSEVELT HIGH SCHOOL
TO ATTEND: BAYLOR UNIVERSITY**

**SIMON HOGAN
CARTER HIGH SCHOOL
TO ATTEND : SAM HOUSTON UNIVERSITY**

**THE BLACK STATE EMPLOYEES ASSOCIATION
OF TEXAS, INC.**

2000 SCHOLARSHIP WINNERS

**VICTOR INGRAM
DESOTO HIGH SCHOOL
TO ATTEND: UNIVERSITY OF NORTH TEXAS**

**JOHNATHAN MITCHELL
FERRIS HIGH SCHOOL
TO ATTEND: MID-WESTERN STATE UNIVERSITY**

**KELLI RICHARD
KIMBALL HIGH SCHOOL
TO ATTEND: EL CENTRO COLLEGE**

**DEJIA SANDERS
WILMER HUTCHINS HIGH SCHOOL
TO ATTEND: PAUL QUINN COLLEGE**

**OTIS TUCKER
WILMER HUTCHINS HIGH SCHOOL
TO ATTEND: UNIVERSITY OF TEXAS AT AUSTIN**

**BANDI WARE
KIMBALL HIGH SCHOOL
TO ATTEND: UNIVERSITY OF NORTH TEXAS**



Connie Buford



Felicia Hopson

“Developing Strategic Alliances Through Corporate Employment Relationships”

- Professional – Para Professional Employment Opportunities
- Employment Referral/Placement Initiatives/Programs

JOB FAIR COORDINATORS

Connie Buford & Felicia Hopson

Thank you BSEAT members and BSET students for assisting us with the Youth and Young Adult Job Fair, the Professional Career Fair and the Annual Job Fair.

The Youth and Young Adult Job Fair was held in February at the Thurgood Marshall Recreation Center. Approximately 150 candidates were in attendance. Several companies did on the spot testing and interviewing. The Annual Job Fair was held in June at the Thurgood Marshall Recreation Center with approximately 200 applicants in attendance. In August the Professional Career Fair was held at the Southwest Center Mall. There were approximately 400 collage graduates; degreed and professional work experienced candidates in attendance. All of the job fairs were held in the Southeast sector of Dallas. This gave Corporate America the opportunity to recruit a vast number of minorities. Several companies were quoted, "I received resumes with tremendous qualifications and I'm very eager to interview them right away."

We are very proud of the fact that the "Job Referral Services" has been a great asset to the Southeastern sector of Dallas and our corporate supporters. Connie has worked diligently for the past 10 years recruiting qualified candidates for positions which are now posted bi-weekly in the newspaper by "The Dallas Examiner".

There are over 30 companies throughout D/FW and the Metroplex area who are registered with the "Job Referral Services" and they send current open positions via fax and U.S. postal mail on a weekly basis. **If your company is interested in registering with the "Job Referral Services", please forward your open positions via fax to (214) 339-7704 or by mail to P.O. Box 763773, Dallas, TX 75376, attention Job Referral Services.**

We always look forward to another year of success.

Connie Buford & Felicia Hopson,
Human Resources Coordinators & Job Placement Referral Services

BLACK STUDENTS ENHANCING TEXAS

In 1996, Black Students Enhancing Texas (BSET) was formed out of a need to encourage an answer to the ever imposing question, "What will I be when I grow up?" Although the **Black State Employees Association of Texas (BSEAT)** has always welcomed a host of student volunteers, the organization felt the need to capitalize, specifically, on what students want and encourage the positive enthusiasms being displayed to it's ultimate potential. With that, B.S.E.T. was formed. Since our first year in existence, we've successfully organized and completed the task of finding jobs for thousands of youths, as well as adults, in the Dallas community. Through youth and young adult career fairs, professional, and summer career fairs, annual awards banquets, legal redress forums, scholarship and health fairs, we've continuously instilled the ethic of success being the direct result of hard work and that unattainable goals are never what they seem!! We've even participated in a number of Peaceful Protests aimed at correcting any injustice directed to those that may not be aware of their legal rights. Although, we push our students to their full imagination we periodically host an outing that will also let our volunteers know that there can be a fun side to being apart of BSET, such as our Backyard Bar-B-Que's, and our Annual day at Six Flags and Wet N'Wild theme parks.

- We encourage the youth in the community to believe in themselves and that no matter how far we've gotten, the future is still limitless.....

Black Students Enhancing Texas (B.S.E.T), Always pushing forward and welcoming positive students and their ideas for enhancing and.....

"Developing Strategic Alliances to Build Stronger Inner-City Communities."

BSET coordinator.....Connie Buford



BLACK STUDENTS ENHANCING TEXAS (BSET)

PURPOSE

Promote the important of education, health and community involvement. Support the events of the Black State Employees Association of Texas, Inc. Develop marketable communication and office skills. Provide mentoring and peer support.

PARENTAL CONSENT STATEMENT

I have spoken with the coordinators of Black Students Enhancing Texas and understand the activities of the organization. I give my son/daughter permission to participate in BSET volunteer activities.

Parent's name (please print)

Parent's signature

Date

STUDENT COMMITMENT STATEMENT

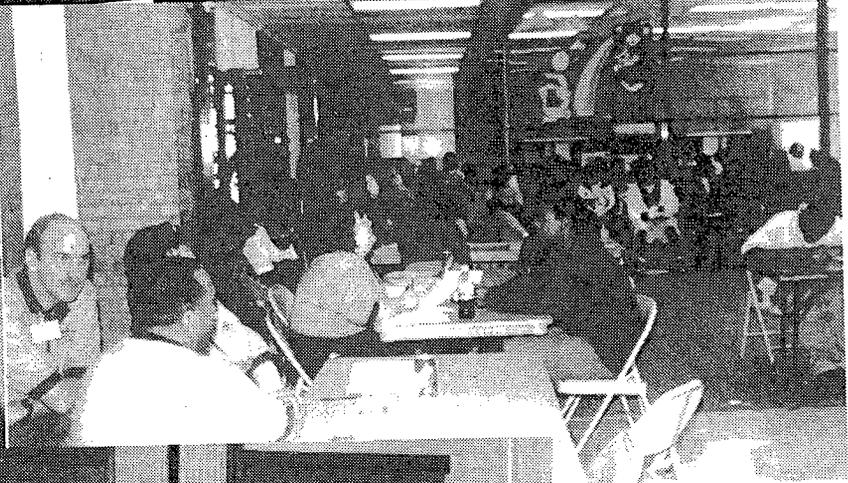
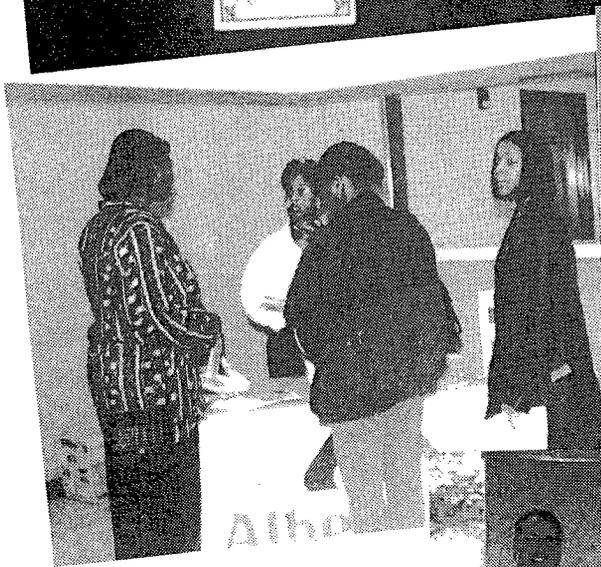
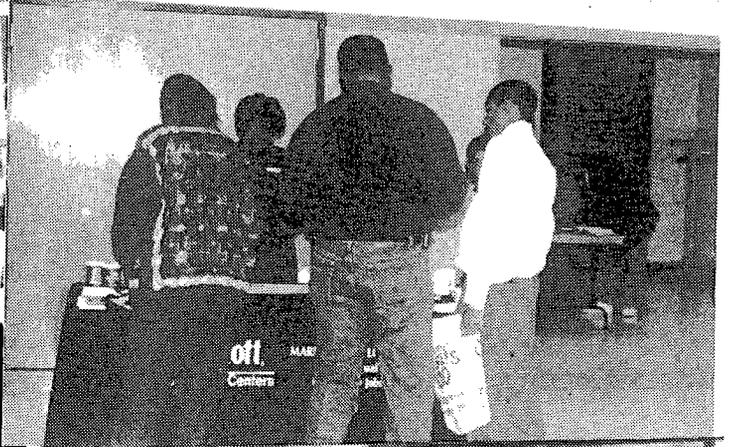
I understand the Black Students Enhancing Texas committee members expect me to conduct myself in a professional, respectable manner. I understand that as long as I do so I will have the opportunity to participate in the student volunteer program.

Student's name (please print)

Student's signature

Date

Home phone





LEGAL REDRESS COMMITTEE

“Developing Strategic Alliances Through Legal Assistance”

- **Free Legal Aid Work Shops**
- **Local Attorney Referrals**
- **Mediation Services/Training**

Legal Redress 2000

Our committee has fielded over 85 calls this year. We made referrals to the Department of Labor, The United States Equal Employment Opportunity Commission, and local Lawyers.

Community Outreach Efforts

- 1. **Mediation Services:**
B.S.E.A.T. works to encourage persons to take early resolution of their disputes.
- 2. **Pro Se Clinic:**
Which is held quarterly, have worked with three persons this year. The one most notable was a Federal employee that asked for a fairly reasonable accommodation for religious reasons. The United States Department of Commerce fired this worker rather than gave her the one hour for one day change in her schedule as requested. The good thing about this case was, it was filed in a timely manner to take advantage of the change in rules for federal workers which states that if one employee is found to have discriminated against another federal employee, the perpetrator is to be fired. Well, guess what, the United States Department of Commerce was the agency chosen to pilot this new rule. This will put an end to the practice of rewarding bad behavior with promotions, transfers, and raises.
- 3. We do attorney referrals by request
- 4. We maintain a small law library open to the public. (We have been able to add three sets of EEO technical assistance manuals to the library this year.)
- 5. We offer a resource list of other places to go for Legal help and materials.
- 6. We have served on the Low Wage Earners Task Force with the United States Equal Employment Opportunity Commission. Working for equal pay for equal work for all people.
- 7. We are most proud of our efforts to review EEO-1 reports for local businesses that receive Federal Funds. We requested some 8,300 EEO-1's to date. One thing we noticed was that a considerable amount of people got extremely upset with B.S.E.A.T. and its efforts to fairness as it related to these requests. We then asked for the reports from the United States Department of Labor. What proved to be very surprising was the fact that many federal contractors had no reports on file. We had caught this agency with its guard down. As a result, they have revised the 11246 chapter 60. 2.1 (subpart A) regulation to require that all federal contractors must have an EEO Survey on file before an award can be made. (Who says you can't get government to move on civil rights). This is a start and guess what? We will ask for the EEO Surveys of federal contractor beginning in 2001 just to see that every thing is going well as required by law. As an advocate group, it is our responsibility to safeguard the public and call to the attention of any tax supported agency, any possible discrepancies that may come about and is not in accordance with the requirements of the law.

Respectfully Submitted:

Euna Robinson
Chairperson Legal Redress

**“Developing Strategic Alliances
Through Community Corporate
Partnerships”**

Physical Education Week

Kick-Off Event

Please join the Dallas Public Schools in the Kick-Off Celebration of Physical Education Week by attending a very special event.

Bally's Total Fitness Centers will donate 170 pieces of exercise equipment (valued at over \$300,000) to be distributed in High Schools throughout the school district. This major donation has become a reality thanks to The Black State Employees Association of Texas.

Please plan to join district officials, board members, students and the community in recognizing this outstanding donation provided by Bally's Total Fitness and The Black State Employees Association of Texas.

Date: Monday, May 4, 1998

Location: Kiest Warehouse
3616 East Kiest Blvd.
(214) 942-6073

Time: 11:00 AM

Directions: Take I-35 South to Illinois; turn left. Go down Illinois about 4 miles to Kiest; turn left on Kiest Blvd.

Food will be provided by la Madeleine French Bakery.

R.S.V.P.: The King Group (214) 720-9046



The
king group
inc.

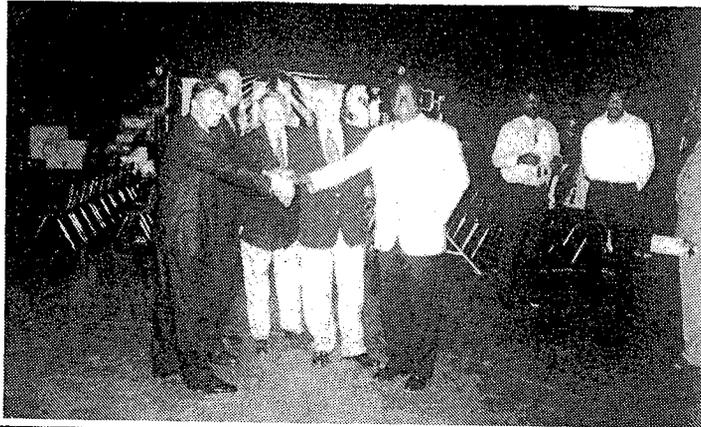




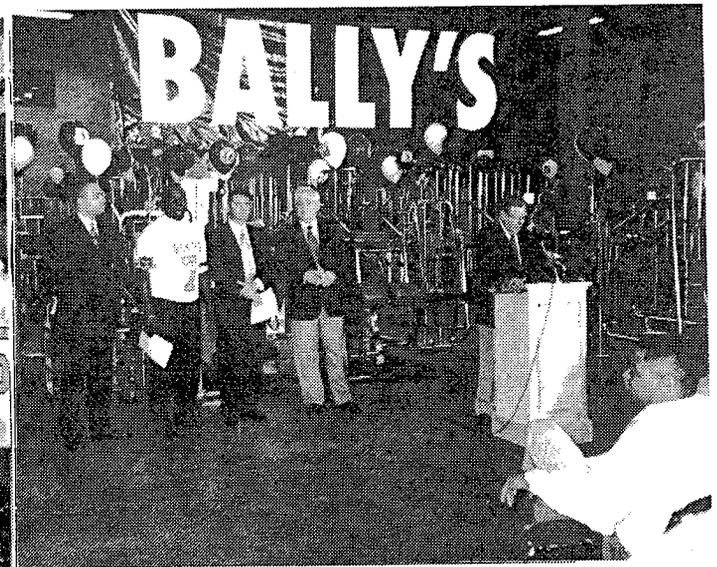
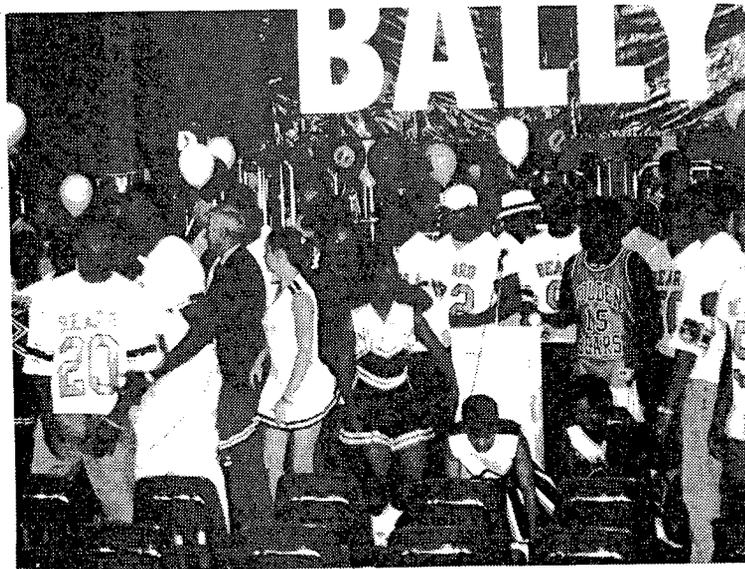
B.S.E.A.T. & Bally Total Fitness



**HISTORIC DONATION OF OVER \$1,000,000 IN EXERCISE
EQUIPMENT TO
DALLAS INDEPENDENT SCHOOL DISTRICT**



**THE B.S.E.A.T., Inc.
Bally's Total Fitness
Exercise Equipment Donation
To The Dallas Public Schools**



Physical Fitness in the New Millennium Kick-Off Event

Please join the Houston Independent School District in the Physical Fitness Kick-Off Celebration of the New Millennium by attending a very special event.

Bally Total Fitness will donate more than 250 pieces of exercise equipment (valued at over \$400,000) to be distributed in high schools throughout HISD. This major donation has been made possible thanks to the hard work of Bally Total Fitness and the Black State Employees Association of Texas.

Please plan to join district officials, board trustees, students, and the community in celebrating this outstanding donation provided by these two fine organizations.

Date: Tuesday, September 15, 1998

Location: HISD Dunvale Education Center
3601 Dunvale, Houston, Texas

Time: 10:30 A.M.

Directions: Hwy. 59 to Westpark, west on Westpark to Dunvale (between Hillcroft and Fondren), go north to 3601 Dunvale

**Food will be provided by La Madeleine French Bakery.
Beverages will be provided by the Coca-Cola Bottling Co.**

R.S.V.P. to HISD's Office of School Administration (713) 892-6800.



Physical Fitness in the New Millennium

Program

Welcome

Charles Herbert
Director of Athletics
Houston Independent School District

Purpose

Darren Reagan
Chief Executive Officer
Black State Employees Association

Special Presentation

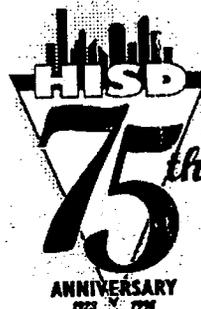
Paul Toback
Senior Vice President
Bally Total Fitness

Acceptance

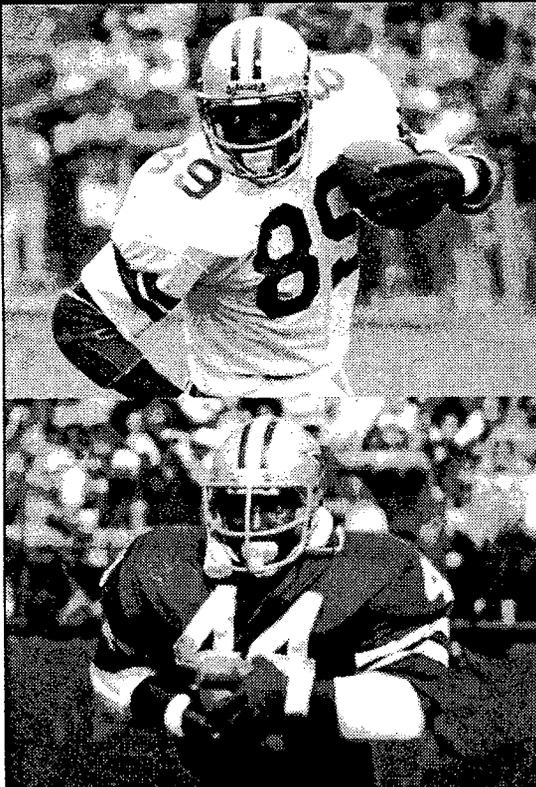
Rod Paige
Superintendent of Schools
Houston Independent School District

Remarks

Leonel Castillo
Education Liaison
Mayor's Office



JOIN THE PARTY — THEN — JOIN THE CLUB



BALLY TOTAL FITNESS® GRAND OPENING CELEBRATION — IN IRVING —

On Sunday, Oct. 29th, come to the Dallas Cowboys Pre-game Party to meet Dallas Cowboys Alumni and enjoy food and refreshments. Plus, you'll have a chance to see everything the new Bally Total Fitness in Irving has to offer! Including:

- Treadmills
- Elliptical trainers
- Stationary bikes
- Resistance Equipment
- Certified personal trainers
- SPINNING® classes
- Child care
- Bally® Retail Shop
- Hammer Strength® training area

Additional charges for some services.

Join now, and get a special Grand Opening Discount: 50% off your start-up fee and 50% off your renewal dues. You'll save when you join and every year you're a member. Join the party. Then join Bally® and save big. **Call now, this offer ends October 29th.**

GRAND OPENING DISCOUNT*
50%/50%
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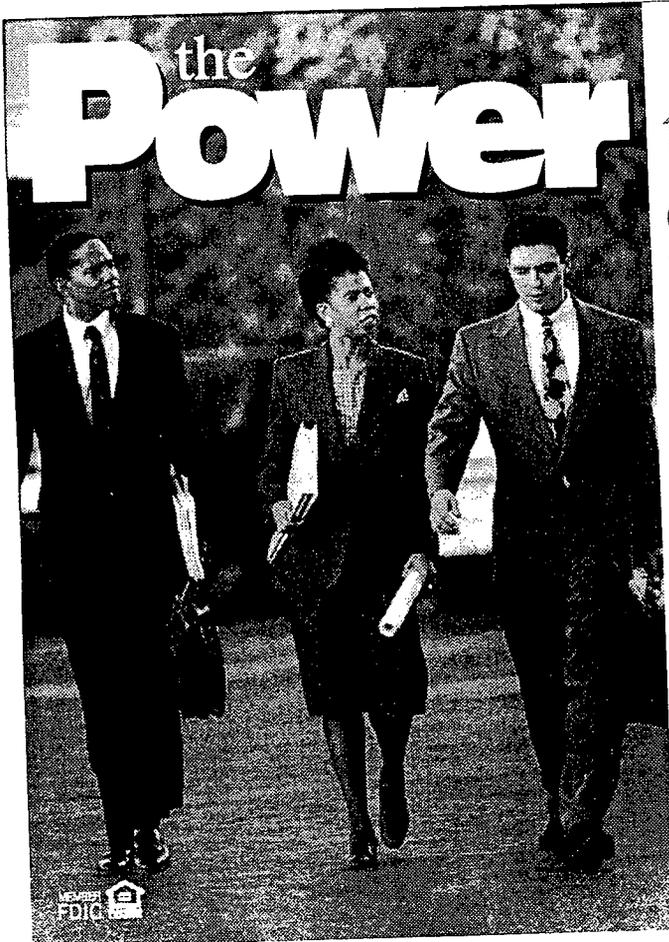
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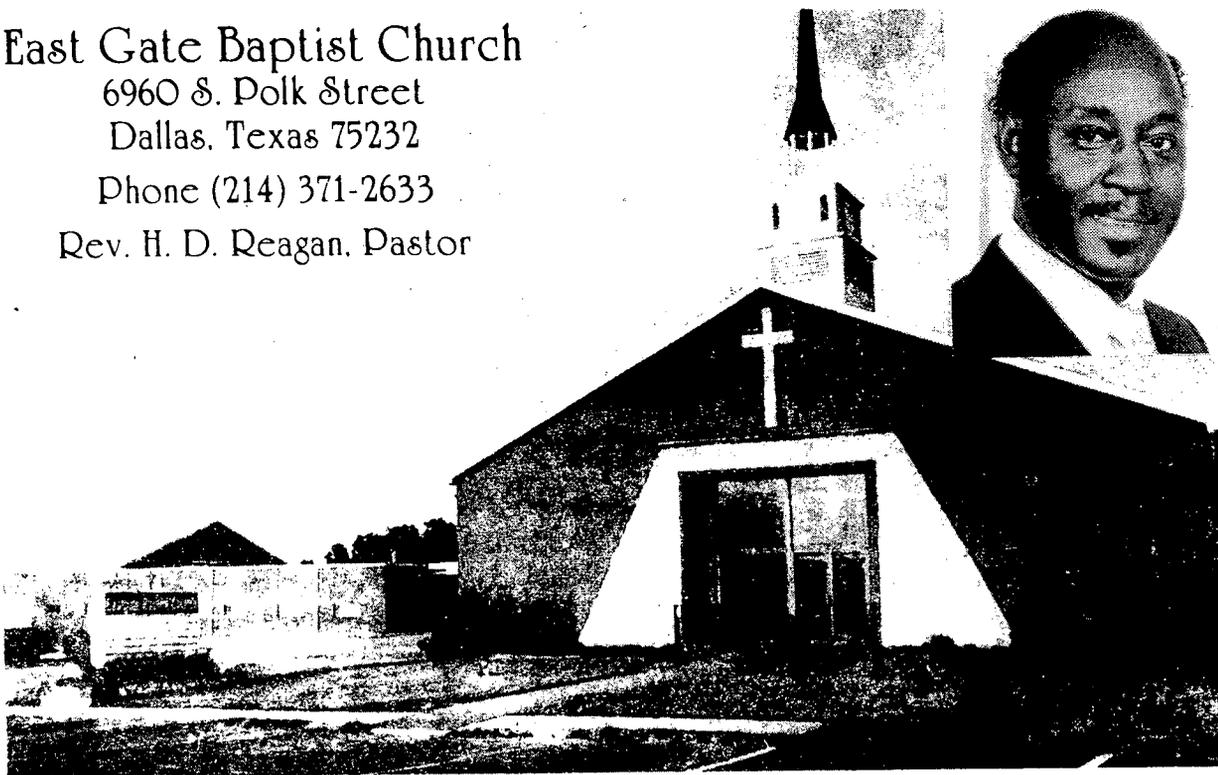
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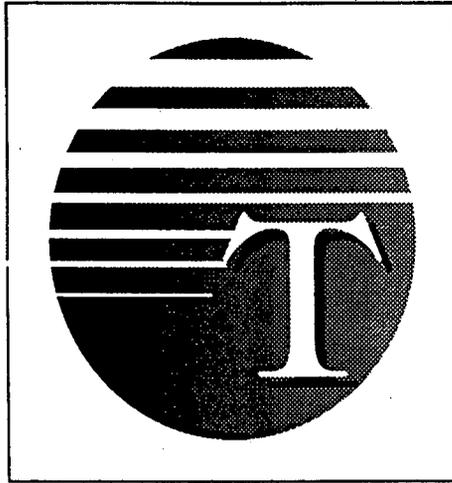
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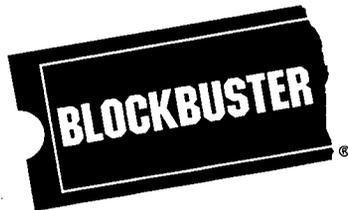
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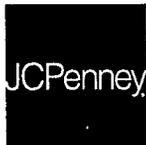
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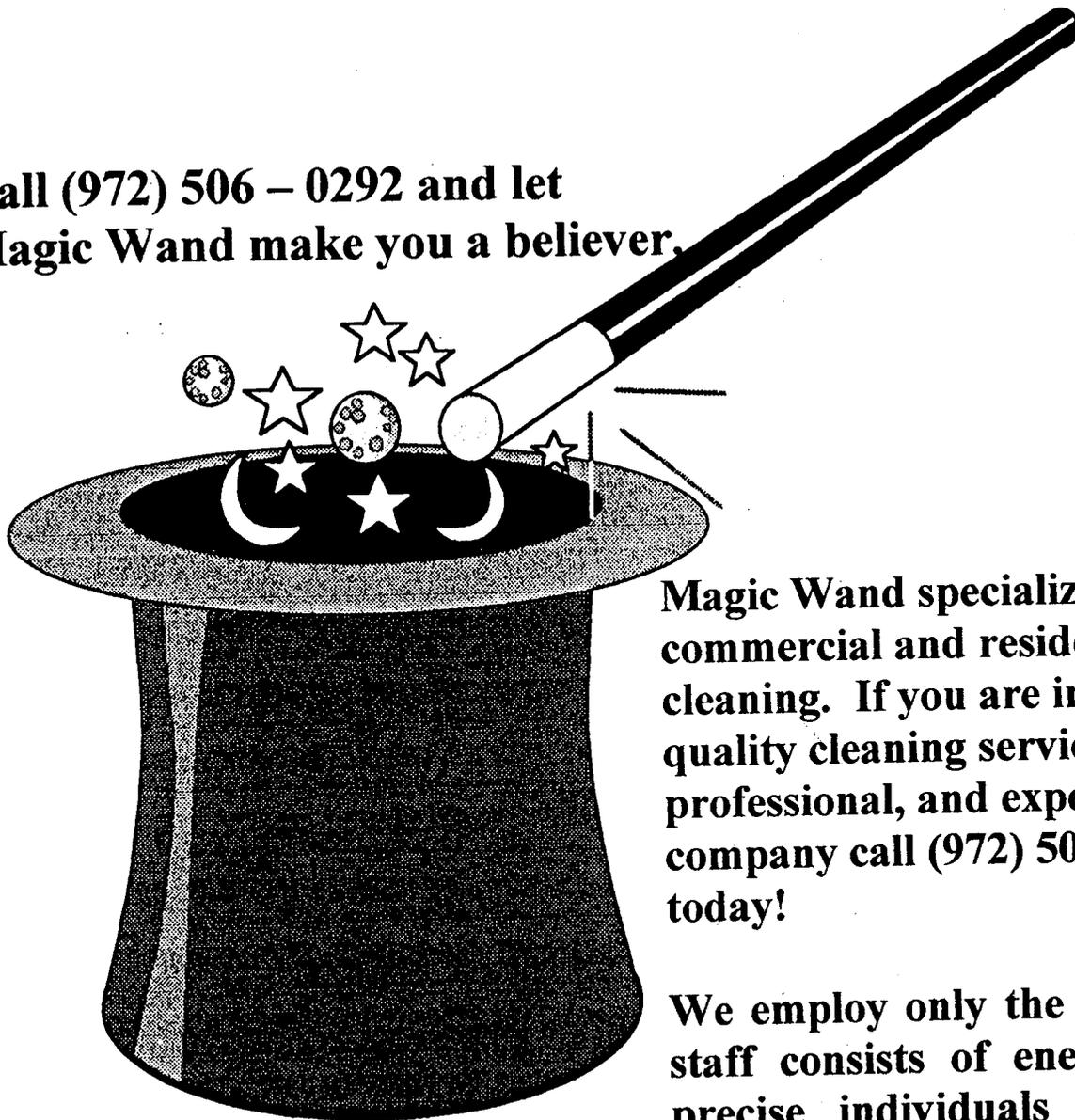


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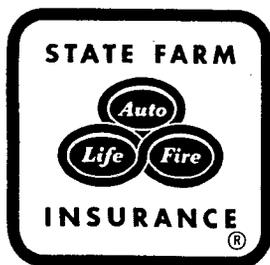
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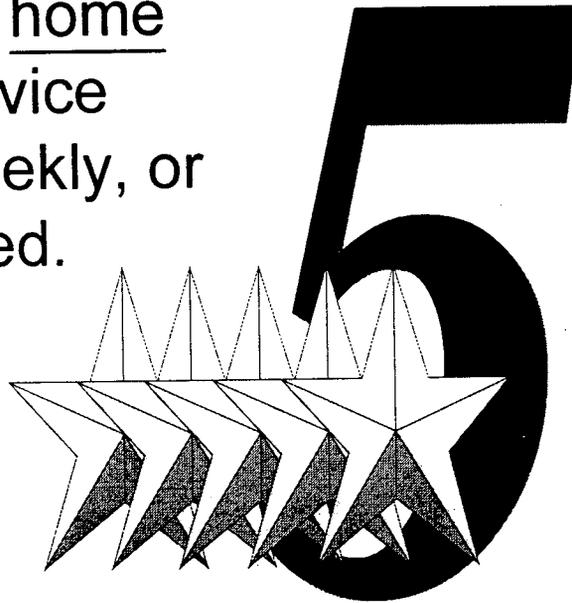
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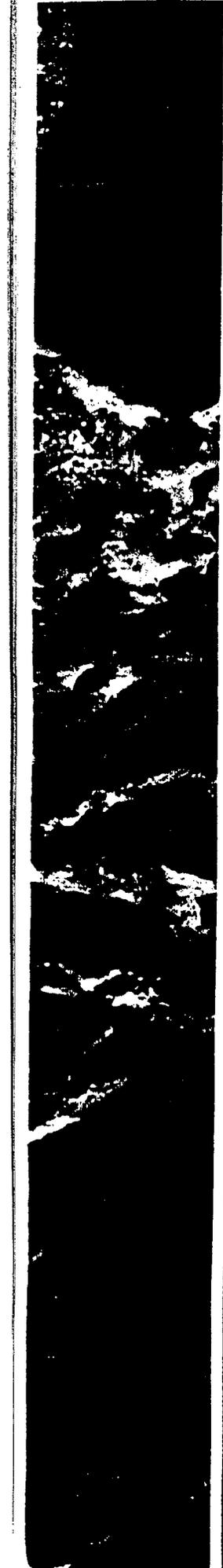
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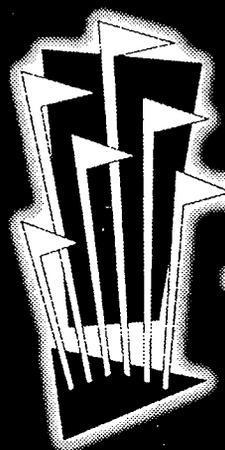
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