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OFFICE OF THE  
SECRETARY

MURIEL BOWSER  
MAYOR

NOV 2 2017

The Honorable Phil Mendelson  
Chairman  
Council of the District of Columbia  
John A. Wilson Building  
1350 Pennsylvania Avenue, NW, Suite 504  
Washington, DC 20004

Dear Chairman Mendelson:

In accordance with section 2 of the Confirmation Act of 1978, effective March 3, 1979 (D.C. Law 2-142; D.C. Official Code § 1-523.01), and pursuant to section 12a of An Act To provide for voluntary apprenticeship in the District of Columbia, effective May 12, 2016 (D.C. Law 21-109; D.C. Official Code § 32-1412.01), I am pleased to nominate the following person:

Dr. Madye Henson  
310 Emerson Street NW  
Washington, DC 20011  
(Ward 4)

for appointment as a representative of a nonprofit organization involved with employee training and workforce development member of the Youth Apprenticeship Advisory Committee, to fill a vacant seat, for a term to end May 29, 2020.

Enclosed, you will find biographical information detailing the experience of Dr. Henson, together with a proposed resolution to assist the Council during the confirmation process.

I would appreciate the Council's earliest consideration of this nomination for confirmation. Please do not hesitate to contact me, or Steven Walker, Director, Mayor's Office of Talents and Appointments, should the Council require additional information.

Sincerely,

A handwritten signature in blue ink that reads "Muriel E. Bowser".

Muriel E. Bowser



Chairman Phil Mendelson  
at the request of the Mayor

A PROPOSED RESOLUTION

IN THE COUNCIL OF THE DISTRICT OF COLUMBIA

Chairman Phil Mendelson, at the request of the Mayor, introduced the following resolution,  
which was referred to the Committee on \_\_\_\_\_.

To confirm the appointment of Dr. Madye Henson as a member of the Youth Apprenticeship  
Advisory Committee.

RESOLVED, BY THE COUNCIL OF THE DISTRICT OF COLUMBIA, That this  
resolution may be cited as the "Youth Apprenticeship Advisory Committee Dr. Madye Henson  
Confirmation Resolution of 2017".

Sec. 2. The Council of the District of Columbia confirms the appointment of:

Dr. Madye Henson  
310 Emerson Street NW  
Washington, DC 20011  
(Ward 4)

as a representative of a nonprofit organization involved with employee training and workforce  
development member of the Youth Apprenticeship Advisory Committee, established by section  
2 of the Youth Apprenticeship Advisory Committee Amendment Act of 2015, effective May 12,  
2016 (D.C. Law 21-109, 63 DCR 4319), to fill a vacant seat, for a term to end May 29, 2020.

Sec. 3. The Council of the District of Columbia shall transmit a copy of this resolution,  
upon its adoption, to the nominee and to the Office of the Mayor.

Sec. 4. This resolution shall take effect immediately.

## **DR. MADYE G. HENSON**

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### **PROFESSIONAL EXPERIENCE**

#### **PRESIDENT & CEO**

**Covenant House Washington - Washington, DC**

**2013-Present**

I currently serve as President and CEO of Covenant House Washington (CHW); the Greater Washington regional affiliate of Covenant House International. Covenant House is the nation's largest and leading nonprofit organization responding to the needs of young people who are homeless, disconnected, and exploited. During this past year, CHW was selected as Nonprofit of the Year by DC Chamber of Commerce, and earned a coveted 4-Star rating by Charity Navigator. In addition, I was selected as a Brava Award winner by SmartCEO Magazine. I lead resource development, approve and monitor operating and capital budgets, work with a local board of directors and national staff; develop long-range policies and programs; manage eight sites with a staff of 80+; and serve as the organization's spokesperson. CHW understands and helps transform the lives of our most vulnerable young people. We provide emergency and transitional housing, education, life skills training, and job readiness services, wrap-around support and case management services. We also run a gold-tiered NABYC accredited child development center, and have comprehensive in and out-of-school prevention services program for middle and high school students. Over the last three years, over 170,000 meals have been served to hungry young people, we have provided housing and respite to over 600 youth, and in FY 2013-14, 30% of all 18-24 year olds that received a GED in DC, received it through Covenant House. Last year, we led and were successful in getting the GED transferred into a High School Diploma (HSD) for DC graduates. Overall, I provide strategic organizational leadership and development, community relationships engagement, and resource development.

#### **DEPUTY SUPERINTENDENT**

**Alexandria City Public Schools (ACPS) – Alexandria, VA**

**2011-2013**

As Deputy Superintendent, my role provided vision and leadership for the school district's day to day operations and transformation. ACPS is a \$230 million operation with 2400 employees. It is one of the most diverse and fastest growing school divisions in the State of Virginia; ACPS students come from 128 different countries speaking more than 80 different languages, and over 60% are eligible for free or reduced meals. I directly lead and manage the departments of Student Support Services (Counselors, Social Workers, Psychologist, and Nurses), Technology, Accountability, Strategic Initiatives, Communications, Volunteerism and Community Partnerships, Alternative Education, Office of Equity and Cultural Competency, and Policy Development with 220+ staff in my direct chain of command and over \$21 million in direct operations budget. Major accomplishments included transforming Student Support Services to more directly impact the needs of an urban student school district, established the first ACPS Education Foundation to increase needed funding for services and academic support; designed and developed T.C. Satellite High School off-site Campus - a non-traditional flexible hybrid learning environment located in an area shopping center to positively impact historic dropout and graduations rates; instituted a strategic process for reviewing and awarding grants to all nonprofits partners that support the districts goals and priorities to impact issues of disproportionality; initiated mobile health units; created six Family and Community Engagement (FACE) Centers across the City to increase parent engagement and community partnerships in schools (over 5,500 parents and students engaged through FACE Centers in the first six months and over 2000 new community/corporate volunteers and partners developed); restructured departments and teams, and instituted new policies and practices to more efficiently and effectively impact the achievement and well-being of all students.

#### **PRESIDENT AND CEO**

**HandsOn Greater DC Cares – Washington, DC**

**2008-2011**

Responsible for growing HandsOn Greater DC Cares (HGDCC) to be the largest and leading nonprofit coordinator of volunteerism and community service in Greater Washington, and one of the top affiliates in the HandsOn national network. Increased HGDCC's volunteer base from 5,000 to over 50,000 in three years to strengthen and build the capacity of a network of over 860 nonprofits and schools to better address critical issues in Greater Washington. Restructured all organizational efforts around four targeted impact areas: Education, Financial Stability, Health, and the Environment. Served as the spokesperson for HGDCC; reported to the Board.

*Dr. Madye G. Henson*

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Major accomplishments included turning around operations in a tough economic climate and putting the organization on a solid financial footing in less than 2 years (moved from a one to three star rating in Charity Navigator); right-sized and hired key staff; increased foundation funding from 6% to 15%; increased funding partners by 50; redesigned strategic programs; developed and instituted an individual donor program; increased board of directors by 10 new members; served as an advisor to First Lady Michelle Obama and her staff on volunteerism and community service. The First Lady also served as keynote speaker for HGDCC's annual *Business, Nonprofit, and Community Leaders Summit on Volunteerism and Philanthropy*. I worked in partnership with the State Department and other entities in hosting more than 30 international coalitions who were interested in better understanding community service, impact, and U.S. philanthropy. Developed and partnered to support *Mentoring Matters*, a cross-organization coalition of 30 nonprofits utilizing mentors as a key success factor and recruited over 2,000 mentors to support the effort; developed and nationally piloted *Neighboring Now*, a community building program that engaged neighbors and institutions in the neighborhood in supporting integrated projects that address and correct identified issues in their neighborhood. Managed over 1900 volunteer-led service projects in FY 2011 including daily, customized corporate and skilled-volunteer projects. Engaged the Office of the President, and many key government, business and community leaders in mission-focused service projects. Developed strong corporate, foundation, community and government partnerships across the region; key partnerships include the Administration, Fannie Mae, Freddie Mac, Deloitte, Walmart, Capital One, Meyer Foundation, Community Foundation, Corporation for National and Community Service, Department of Education; Board of Trade; local government; DC, Alexandria, Arlington, Fairfax, and Prince George's County Public School Systems; area public Charter Schools; Washington Post, NBC, ABC, and many others.

#### **VICE PRESIDENT - COMMUNITY IMPACT DEVELOPMENT**

**United Way Worldwide – Alexandria, VA**

**2006-2008**

Responsibilities included leading the Community Impact Development department within United Way's national office which was charged with identifying and creating solutions to critical issues impacting the country. In that role, I assessed the need, identified and cultivated resources, uncovered promising practices, developed national initiatives, crafted public policy positions, convened leader summits and partners to impact those issues.

Helped develop and led UW's three pillars: Education, Income, and Health. Created, developed and launched United Ways' third national initiative, the United Way *Financial Stability Partnership*<sup>™</sup> in 2007 which provided a comprehensive framework for helping hardworking, low to moderate income individuals and families struggling to make financial ends meet move from financial instability to economic independence. This initiative linked proven strategies (i.e., EITC, Credit Counseling, Workforce Development, Benefits Access, Savings Strategies, Financial Education, etc.) to a three-stepped continuum of change leading to financial stability. Rolled this initiative out to 1300 UW's, and provided metrics and monitoring strategies to measure impact. Developed new national partnerships with Bank of America, FDIC, Wal-Mart, Nets to Ladders, FINRA and others. Developed and managed the department budget, initiated national proposals and partnerships with over \$15 million generated through new or enhanced partnerships.

#### **PRESIDENT and CEO**

**Strategic Vision, LLC – St. Louis, MO**

**1996 –2006**

Was responsible for leading a nationally recognized consulting firm that specialized in Organizational and Leadership Development, Strategic Thinking/Change Management, and Diversity for Fortune 500 and other clients. Provided extensive individual and organizational development; assisted organizations with strategic visioning and strategic planning. Assessed, designed and conducted training in over fifty core courses with over 150,000 trainees annually in the corporate, educational and governmental arenas; Led strategic diversity initiatives including establishing Diversity Advisory Teams and cross-organizational Councils, and developed strategic action plans focused on heightening awareness and inclusion (employee, supplier, customer). Developed Workforce Development training and initiatives. Selected for three consecutive years by the State of Missouri as the preferred provider for professional development training for all state agencies as well as awarded *Small Business of the Year-Professional Services* by St. Louis Minority Business Council. Clients included United

*Dr. Madye G. Henson*  
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Airlines; Schnuck Markets; State of Missouri; Boeing; SBC; Anheuser-Busch; AG Edwards; AT&T; and SSM Healthcare; St. Louis, Kansas City, MO, Trenton, NJ and Public Schools; Tyco Healthcare/Mallinckrodt; United Way; BJC Healthcare; Washington University School of Medicine; St. Louis Symphony; to name a few. Fifteen consultants.

Examples of targeted engagement included having served a two year contract with the St. Louis Public Schools to develop and lead their school leadership development efforts which included serving as the initial project director of LEAD/St. Louis, developing a \$5 million leadership research initiative funded by the Wallace Foundation. In that role responsibilities included developing and leading the systems change process to expand leadership capacity in the district. Designed and led the comprehensive leadership development process for 112 principals and district leaders and chaired a Community Advisory Council around School Leadership. A second example included serving as a lead independent consultant on a consulting team from the Anchin Research Center at the University of South Florida focused on leadership development and integrating cultural competence into school reform efforts. Completed engagements in Hillsboro Public Schools (Tampa, FL), Pittsburgh Public Schools, Kansas City Public Schools, etc. Trained school leaders and teachers and led strategic efforts aimed at increasing student achievement and eliminating bias and educational disparities.

#### **VICE PRESIDENT – INDIVIDUAL AND ORGANIZATIONAL DEVELOPMENT**

**Design Alternatives, Inc. – St. Louis, MO**  
1993 –1996

Business partner; responsibilities included developing and leading the Training and Development Division of a comprehensive recruitment and staffing firm; led the recruitment and assessment process for all executive talent searches and senior level placements. Designed and developed targeted curriculum in all areas of professional and leadership development including a ten-phase curriculum for Embracing Diversity; Teamwork; Supervisory Skills. Supervised a staff of eight including in-house and contract trainer/consultants. Consulted nationally and internationally, and had responsibility for in-house compensation, benefits, and personnel related issues.

#### **NATIONAL DIRECTOR – HUMAN RESOURCES & INFORMATION SYSTEMS**

**INROADS, Inc. – National Office, St. Louis, MO**  
1989 –1993

Responsibilities included creating a centralized Human Resources division for the national organization; staffing, developing and managing the operations of that division with forty-three affiliate offices across the country. The Human Resources Division included Training and Development, Benefits, Communications, General Personnel and HR Systems. Planned and designed all aspects of development for current and new talent programs to include formal training, job based development, mentoring and coaching. Redesigned and rolled out a new Performance Appraisal Process for the organization; developed and planned all national staff training, training conferences, and intern training across the country. Additionally, was responsible for negotiating and managing all health, dental, property and casualty, and long/short-term disability plans; assumed responsibility for the Information Systems Division nationwide; directly supervised a staff of seven; with indirect reports for training in forty-three divisions.

#### **MANAGER – HUMAN RESOURCES SYSTEMS**

**May Company, Inc. – Corporate/ Executive Development**  
1986 – 1989

Responsibilities included managing and developing systems, procedures, and methods of operation to ensure that human resources information flowed efficiently between May's 21 store company divisions and the corporate office. Had extensive involvement in the development and execution of the annual performance appraisal and employee development review process, and maintaining the integrity of the corporate compensation system. Developed and managed the corporate executive tracking system used for succession planning and staffing of over 20,000 employees. Also, interned and served as a Department Manager and an Assistant Buyer prior to working in the corporate office (total seven years with May Co).

### EDUCATION

**DOCTORATE OF MANAGEMENT (D.Mgt)** – Webster University  
George Herbert Walker School of Business and Technology April, 2005  
*Empirical Research: Competencies, Characteristics, and Conditions of Highly Effective  
Urban School Leaders*

**MASTER'S OF BUSINESS ADMINISTRATION (MBA)** – Webster University  
Major: Computer Resources Management (CRM) Minor: Human Resources Management

**BACHELOR'S OF SCIENCE – BUSINESS ADMINISTRATION (BSBA)**  
University of Missouri - Columbia

### REPRESENTATIVE AWARDS, HONORS, and PUBLICATIONS

Wrote Foreword Cultural Competence in America's Schools: Leadership, Engagement, and  
Understanding, Jones, Bruce A. and Nichols, Edwin C., IAP: North Carolina, 2013

Featured in Extra Mile America: Stories of Inspiration, Possibility, and Purpose, Chapter 24-  
*Madye Magic: Battery Charger of the Human Spirit*, Anderson, Shawn, San Francisco, 2010

Member – International Women's Forum – Washington, DC

Member – Leadership Greater Washington

Chevy Chase Community Champion 2010 – Presented at Verizon Center, DC

Women of Year – Zeta Phi Beta Sorority/Beta Zeta – 2010

Organization of the Year – Community Family Life Services - 2010

School Leadership Institute cited in *Principal Leadership*-January 2003

Featured in the 5<sup>th</sup> edition of Understanding Business, Irwin/McGraw-Hill Publication

Outstanding Young Women of America

Outstanding Volunteerism and Most Distinguished Alumni Award – INROADS/St. Louis

### CIVIC and COMMUNITY ENGAGEMENTS

**Raise DC Disconnected Youth Change Network, DC**

Charter Member of the Advisory Board of the DC Youth Re-Engagement Cntr 2014-Present

**Building Bridges Across the River (BBAR), DC**

2014-Present

Member - Board of Directors

**NBC4 - Washington, DC**

2010 - Present

Member - Community Advisory Board

**Points of Light/HandsOn Network, Atlanta GA**

2010-2011

Former Member of National Board of Directors, Chaired by Neil Bush

**Washington National Cathedral's Breakthrough Summit**

2007-2008

Advisor/Support – Summit Focused on Global Poverty for Women and Girls

**Alexandria City Public Schools**

2007 - 2011

Former Chair – Superintendent's Advisory Committee on African American Student Achievement

Member – Strategic Planning Committee – *NSBA Magna Award Winning Strategic Plan*

**United Way of Greater St Louis**

1990 - 2006

Former Chair - Community Investment Committee and Member of Executive Board of Directors

Oversaw allocation of \$68 million to impact community needs.

**St. Louis BLR**

2003 - 2006

Former Vice Chair and Chair of Education Committee - Oversaw the development of a \$2.1 million

federal grant that established a state-of-the-art *Parent Engagement and Empowerment Center*;

**Co-Investigator /Urban School Leadership Consortium (USLC)**

2003-2006

**Vice Pres and Member/Board of Education/St. Louis Public Schools**

1995-2001

**Founder ACEIT – Middle School Institute with 700 graduates**



Executive Office of the Mayor - Office of Talent and Appointments  
John A. Wilson Building | 1350 Pennsylvania Avenue, Suite 600 | Washington, DC 20004

## Dr. Madye Henson

Dr. Madye Henson is the President and CEO of Covenant House Washington (CHW).



Dr. Henson's leadership, overseeing a staff of seventy in DC, has led to over 62,000 meals served annually, emergency and transitional housing provided to nearly 100 youth and their children nightly, over 400 youth provided education and workforce readiness training and placement, and a National Association for the Education of Young Children Development Center housed at CHW's Southeast location. This year, Dr. Henson provided leadership and advocacy to help get the GED converted to a high school diploma in DC.

Dr. Henson previously served as Deputy Superintendent for Alexandria City Public Schools (ACPS) in Alexandria, VA., President and CEO of HandsOn Greater DC Cares, the largest and leading mobilizing entity for volunteerism and community service in Greater Washington, and Vice President of Community Impact Development with United Way Worldwide. Before moving to the nonprofit arena, she held leadership positions in several major corporations and founded a consulting firm, Strategic Vision, where she served Fortune 500, nonprofit, and educational clients. Dr. Henson is a member of Leadership Greater Washington Class 10, and she was selected as a 2016 Washington SmartCEO Brava Awardee. She is featured as one of twenty-five leaders in the Extra Mile America: Stories of Inspiration, Possibility, and Purpose by Shawn Anderson.

A Ward 4 resident, Dr. Henson obtained a Bachelor of Science in Business from the University of Missouri-Columbia, and a Master of Business Administration and Doctorate of Management from Webster University.



GOVERNMENT OF THE DISTRICT OF COLUMBIA  
Executive Office of Mayor Muriel Bowser



Office of the General Counsel to the Mayor

**To:** Lauren C. Vaughan, Steve Walker  
**From:** Betsy Cavendish  
**Date:** October 24, 2017  
**Subject:** Legal sufficiency review of Mayor's Order appointing Dr. Madye Henson as a member of the Youth Apprenticeship Advisory Committee

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**This is to Certify** that this office has reviewed the above-referenced Mayor's Order and found it to be legally unobjectionable. If you have any questions in this regard, please do not hesitate to call me at 202-724-7681.

A handwritten signature in cursive script that reads 'Elizabeth A. Cavendish'.

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Elizabeth Cavendish