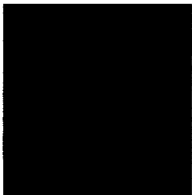


Reconciliation and Empowerment for All People

Dr. M. Tyrone Cushman, Executive Director
404 E. Washington Boulevard.
Pasadena, California 91104



October 4, 1999

Mrs. Patsy Lane, Director
City Of Pasadena
Human Services Recreation and Neighborhood Services
100 N. Garfield Ave.
Pasadena, CA 91109

Dear Patsy Lane:

I, hereby, resign my position as Commissioner on the City of Pasadena Human Services Commission.

I want to thank you and those who honored me with this appointment. However, after serious prayer and consultation with my Pastor and Chief Executive Officer of the R.E.A.P. Foundation, Dr. M. Tyrone Cushman, we feel it is best for me to avoid any Conflict of Interest regarding potential funding allocations through City of Pasadena sources.

Our integrity is very important to us, and as a member of the Board of the R.E.A.P. Foundation, I must step down.

We honor those who do the Human Services staff work in the City, and we would like to remain available to serve the City in other ways.

Sincerely,

A handwritten signature in cursive script, appearing to read "Dr. Glovioell Rowland".

Dr. Glovioell Rowland
REAP Foundation
Agency Representative (Human Services Commission)

cc: Mayor William Bogaard, City of Pasadena
Stella Robles Murga & Julie Blackshaw, Co-Chairs
Human Services Commission
Human Services Commission Members
Carolyn Williams, City's Office (Liaison to Human Services Commission)

A handwritten signature in cursive script, appearing to read "Agency Representative".

PHONE: (626) 794-2951
FAX: (818) 794-4987
PCOGOD@EARTHLINK.NET

10/18/99

7.A.(3)