



STATE OF WASHINGTON
EMPLOYMENT SECURITY DEPARTMENT

PO Box 9046 • Olympia, WA 98507-9046

October 3, 2001

To Whom It May Concern:

Over the past two years, Marvin Charles has made a profound impression on me and my work. Marvin called my attention to non-custodial parents, a special low-income population that is often overlooked and closed out of society and the human service system. Many non-custodial dads are labeled "deadbeats" and "losers".

Marvin's work proves to the human service system that non-custodial fathers can succeed. Through courage and dedication, Marvin has helped fathers find their own strengths and find harmony in their lives. Marvin shows fathers how to build healthy relationships with their families, and how to work within the system for positive interactions with organizations. This has had a mushroom effect as the dads Marvin has helped in turn, help other dads.

With the support of his wife, Jeanett, Marvin guides fathers in spiritual unfoldment and personal growth so they gain the self-respect needed for healthy relationships. I have observed Marvin in dealings with others, including corporate executives and Marvin's own children. Marvin has a rare gift in being powerful and gentle at the same time.

Marvin was an inspiration in my decision to lead state-level discussions about employment of non-custodial parents with administrators of DSHS Division of Child Support and Washington Association of Prosecuting Attorneys. This group is now encouraging community planning across the state, so we can serve non-custodial parents who will be employed and provide for their children.

When non-custodial fathers to join the economic mainstream, they need support from all sides. Government organizations like mine and non-profit organizations like Marvin's need to work together. Marvin has taught me that we can all make a difference for fathers so children have a good start in life. If you have questions, please feel free to call me at (360) 902-9306.

Most Sincerely,

Mary F. Massey
Policy Analyst