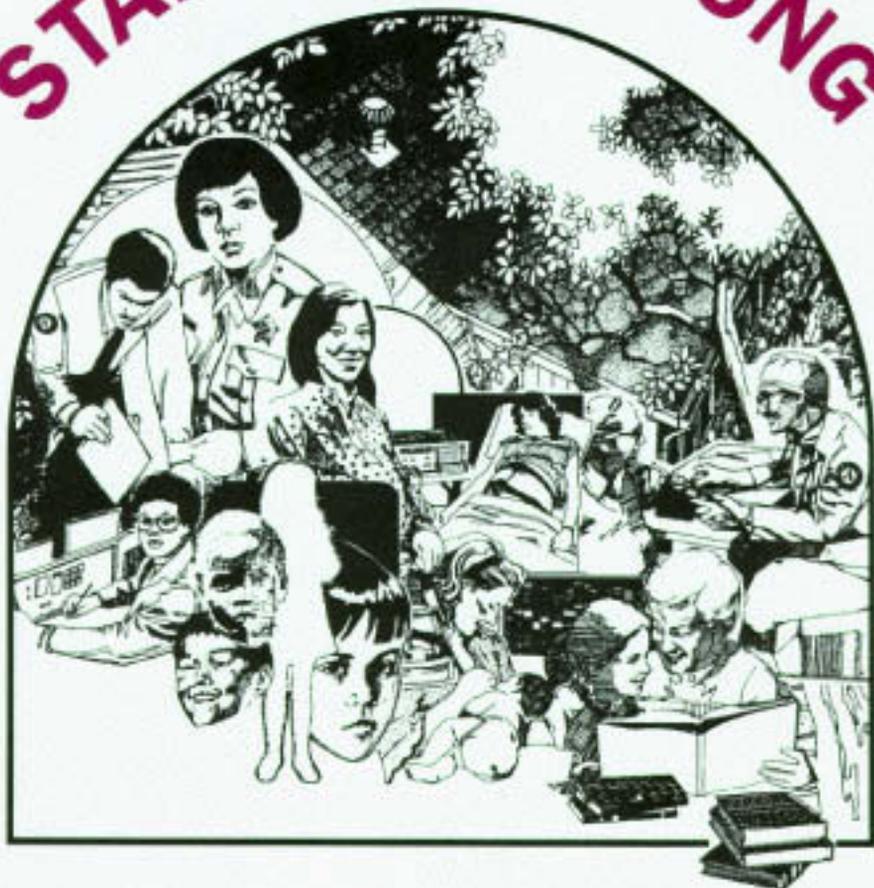


# STARTING STRONG



## A GUIDE TO PRE-SERVICE TRAINING



Updated 1998

**MOSAICA**  
The Center for Nonprofit Development  
and Pluralism

**Starting Strong:**  
**A Guide to Pre-Service Training**

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In 1998, MOSAICA made minor updates to the manual before reprinting. Training Specialist Dan Balón and consultant Yael Flusberg proofread the manual for the update and Desktopper Tosha Joseph assisted with the revisions.

The principal authors of the manual at MOSAICA were Emily Gantz McKay, President, and Diane Cabrales, Project Coordinator, with Vicky J. Borrego, Ph.D., Senior Program Associate. Vice President Cristina López helped edit and field test the manual. Consultant Diana Naranjo coordinated preparation of the Resources section. Consultant Phyllis E. Kaye assisted in the preparation of the materials on conflict resolution. Organization Development Specialist Joan Deschappelles proofread the final manual. Administrative Assistant/Office Manager Penelton P. Clark, III helped format and edit the manual.

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- One AmeriCorps member: Ariana Quiñones, formerly a member with Public Allies, currently Education Specialist, National Council of La Raza, Washington, D.C.
- Two Program Officers from the Corporation for National Service: MOSAICA's first Program Officer Margaret McLaughlin and Miles Wilson.
- Three training and adult learning experts. Lori Orum, formerly of the Center for Language Minority Education and Research, California State University - Long Beach; and Michael Webb, President, International Youth Leadership Fund, Jersey City, New Jersey. The third member, Cristina López, is now Vice President of MOSAICA.

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