

Front cover

“We make a living by what we get; We make a life by what we give.”

Winston Churchill

Welcome to the 2010 Community Investment Network Conference!

See Possibilities. Seek Opportunities. Seize the Power of Giving.

Welcome to the 2010 Community Investment Network Annual Conference! On behalf of our members, sponsors, staff and board of directors, I would like to personally thank you for your time, energy and participation in our annual conference. In following the intent of our mission, we hope you leave this conference inspired to continue your work locally, connected by way of networking with conference attendees from across the country, and strengthened with new tools and strategies to exert the power of collective community investments to make an impact.



The leadership and members of the Community Investment Network maintain the belief that everyone has the potential to be a philanthropist, regardless of income level or social status. The Community Investment Network stands on its core values: Philanthropic Leadership, Learning-Centered Practices, Inclusive Philanthropy, Social Justice and Equity, and Collective Influence.

This is a critical time in our nation's history. This year's conference finds us reeling in the wake of a global economic downturn. Our communities are weakened by problems large and small, many of which have been exacerbated by the Great Recession. Historically, major sustained change in our country can be traced back to groups of intentional and dedicated citizens ready to accept a call to act. We believe that committed, concerned and well-informed citizens are the key to strengthening our communities and in turn our nation. Giving circles can play a significant role in transforming our country for the better.

Everyday people can take action collectively to improve many of the socio-economic disparities facing far too many Americans. With that thought in mind, we have planned a conference intentionally centered around a theme that brings everyday citizens to the table: "Its Our Time! A Collective Call to Act." From the keynote speakers to the content of the concurrent sessions, the theme is threaded through the conference and lifts up the idea that:

It's our time to see, clearer, the possibilities for empowering our community.

It's our time to seek opportunities to invest in each other.

It's our time to seize the power of strategic giving.

As you leave the conference, take time to reflect and ask yourself how you will answer the call. See, seek and seize!

Respectfully and sincerely,

A handwritten signature in cursive script that reads "Charles E. Lewis".

Charles E. Lewis
Board Chair, Community Investment Network

Community Investment Network (CIN)

CIN inspires, connects and strengthens African Americans and communities of color to leverage their collective resources and create the change THEY wish to see. The Community Investment Network anchors its work on the following values:

PHILANTHROPIC LEADERSHIP - Investing on the supply side of philanthropy using our time, talent and treasure

CIN cultivates a new cadre of philanthropic leaders from communities of color that acknowledge their civic responsibility and their power to influence the whole community.

LEARNING-CENTERED PRACTICES - Creating a culture where knowledge and education are fundamental

CIN provides learning opportunities that explore the history of community philanthropy and provide knowledge on strategic giving – giving with a goal in mind.

INCLUSIVE PHILANTHROPY – Connecting people engaged in all facets of giving to enhance the results

CIN mobilizes donors in communities of color and encourages mutual respect and partnerships with mainstream philanthropy.

SOCIAL JUSTICE AND EQUITY – Supporting fair practices that ensure a level playing field

CIN uses philanthropy as a tool to drive social change on issues that impact people's lives.

COLLECTIVE INFLUENCE – Leveraging the power of working together

CIN inspires donors to pool their resources and intellectual capital to build stronger communities.

The concept of Community Philanthropy is central to this network. Community Philanthropy recognizes that solutions to community problems often originate in unexpected places and from people traditionally excluded from community decision-making. We believe that each of us has the power to become an instrument of change in our community.

Membership in the Community Investment Network is open to individuals and organizations committed to community philanthropy and the transformative change it can bring.

Membership Levels

- **Individual (non-voting)**
- **Giving Circle**
- **Organizational Partners (non-voting)**

CIN Membership is renewable on an annual basis. Membership dues must be remitted by September 30th of each year.

Community Investment Network Giving Circles and Donor-Members



Giving Circle Hosts (Foundations)

The Community Foundation of New River Valley (CFNRV)

Foundation for the Carolinas (FFTC)

Fund for Southern Communities

The Community Foundation of Greater Birmingham (CFGB)

Greater New Orleans Foundation

POISE Foundation

Triangle Community Foundation (TCF)

Christiansburg, VA

Charlotte, NC

Atlanta, GA

Birmingham, AL

New Orleans, LA

Pittsburgh, PA

Durham, NC

Learn

Educate individuals and institutions about collective giving among African Americans and other donors of color.

Demystify institutional philanthropy for individuals, organizations and community groups.

Inform CIN members about trends in collective giving through forums, publications, online resources and customized training that enhances and supports their local efforts.

Promote best practices and sustainable giving models for grassroots donors and giving circles.

Lead

Cultivate a new cadre of philanthropic leadership from communities of color who recognize their civic responsibilities and their power to influence mainstream philanthropy. Represent grassroots donors and giving circles among the broader philanthropic community.

Reveal and reduce structural barriers that inhibit the ability of donors of color to engage in institutional philanthropy.

Infuse communities of color with more philanthropic resources, especially donations from African Americans and other people of color.

Provide opportunities for our members to inform, direct and support CIN through service on our board of directors and committees.

Extend credibility and social capital **to** grassroots donors as they engage their local leaders and others in their communities.

Connect

Develop and nurture relationships and partnerships with foundations and community-based organizations

Provide technical assistance and other resources that strengthen giving circles.

Enhance relationships between giving circles through conferences, forums and volunteer service.

Protect the legacy of collective giving by encouraging dialogue between multiple generations of African Americans and other donors of color.

Community Investment Network Staff



Dionne Lester
Chief Operating Officer

Dionne has been the Chief Operating Officer for the Community Investment Network since its conception in 2007.

Prior to launching the Community Investment Network, Dionne worked with HindSight Consulting, Inc. as the V.P. of Infrastructure for five years. A majority of Dionne's career was spent at Nortel Networks, a Canadian based telecommunications company, where she worked for twelve years as a Senior Manager in Marketing Operations. Dionne is the recipient of the Astrolobe Award, which is one of Nortel Networks highest awards recognizing professional excellence.

Dionne's civic and community involvement include PTA board member at Conn Elementary School, community advocate for the Horse and Buddy Therapeutic Riding Program, member of Delta Sigma Theta Sorority and the Next Generation of African American Philanthropists (NGAAP). She is also currently on the Steering Committee, along with her husband, for the Sassafras All Children's Playground which will provide an inclusive play environment for all children regardless of abilities.

Her formal education includes a B.S degree in Electrical Engineering from Georgia Institute of Technology and travel abroad to South Africa. Dionne currently resides in Raleigh, NC with her husband and daughter.



Cori Lindsay
Administrative and Operations Support

Cori has varied experience working on community and economic development projects in rural North Dakota. Her work has included two rural housing projects, providing support for energy and agricultural businesses, and community event organizing. Cori's greatest strength comes from her organizational abilities, which encourage groups to work more collaboratively and regionally on projects. She has provided critical leadership and vision in organizing a network of farmers markets in northwest ND. She is the past Chair of Northwest Venture Communities, Inc., a grassroots effort in northwest ND that is trying to reduce poverty in the region. She also serves on several other Boards including the Center for Technology and Business and the ND Governor's Commission on the Status of Women.

She is a native of Mandan, ND and a Minnesota State University Moorhead graduate with a B.A. in Economics and currently resides in Bismarck, ND with her husband. Mrs. Lindsay is the recipient of the Minot YWCA's Regional Women of the Year Award for 2008 and is a Certified Economic Development Finance Professional.

Community Investment Network Board Members



Charles E. Lewis, Jr.
Chairman, Board of Directors

Charles obtained a Bachelors of Science Degree in Civil Engineering at Auburn University. Charles obtained a Masters in Business Administration from the University of Alabama in Birmingham. Charles is also registered professional engineer in the states of Alabama, Georgia and Florida.

As an intern through INROADS Inc., an international organization poised "To place Talented Minority Youth in Business and Industry and prepare them for Corporate and Community Leadership", Charles worked with Brasfield & Gorrie General Contractors throughout college. Upon graduation, Mr. Lewis accepted a position with the Southern Company, the parent company for Alabama Power, Georgia Power, etc. Charles' professional experience includes leading civil engineering design for over \$1 billion in environmental projects for Southern Company. Mr. Lewis is currently a construction lead responsible for daily management of contracts that exceed \$30 million.

In addition to numerous professional activities, Charles is active in various community organizations. Mr. Lewis has been actively involved in organizations such as the Future Engineers of America, NSBE (National Society of Black Engineers), Alpha Phi Alpha Fraternity, Inc., Big Brothers Big Sisters, Hands-on-Birmingham, Habitat for Humanity, Junior Achievement, and United Way of Central Alabama, CATALYST of Birmingham. Charles is also a founding member and former chairman of the Birmingham Change Fund, an organization of young African Americans that collectively pools their time, talent and treasure to create positive change in Birmingham. Currently, Charles is the board chairman for the Community Investment Network, a nonprofit that supports community investment by way of giving circles like the Birmingham Change Fund nationwide.



Michelle Arrington
Treasurer, Board of Directors

Michelle has been a senior pharmaceutical sales representative with GlaxoSmithKline in Atlanta, Georgia since 2004. She has received numerous accolades for outstanding sales performance, highlighting her excellence on a regional and national level. Michelle's past work experience utilize her strong management, marketing and customer service skills with companies such as BellSouth and the Georgia Power Company.

She has been committed to the community through her leadership of The Summit at Cascade Home Owners Association, member of the Delta Sigma Theta Sorority, member of the Chautauqua Circle and Treasurer for the Board of Directors for the Community Investment Network.

She earned a B.S. in Management from the Georgia Institute of Technology and a Masters of Business Administration in Marketing from Georgia State University.



LaDawn Sullivan
Secretary, Board of Directors

LaDawn Sullivan is the Program Officer for The Denver Foundation's Strengthening Neighborhoods Program. LaDawn joined The Denver Foundation in 1997. She previously served in key staff positions within the Hunt Alternatives Fund, a private foundation, and Governor Roy Romer's Administration in the office of Policy and Initiatives. She currently serves as Chair of the Pipeline (supporting emerging leaders of color) Sub-committee of The Denver Foundation's Inclusiveness Program, Board Chair of Shadow Theatre Company Advisory Board, and is Immediate Past Chair of Colorado Blacks in Philanthropy, a local chapter of the Association of Black Foundation Executives.

She recently joined the Denver Chapter of Links, Inc. - a national women's organization promoting friendship and service to community. She serves in various capacities in her community and has worked on campaigns that promote literacy and efforts that encourage the preservation of African American history and culture in Denver. She has also served as Youth Director of her church for over 10 years. She is the mother of two sons - Dallas, 14 and Darius, 10. In her off hours, LaDawn is an accomplished singer and has appeared in theatre productions, and other music venues. She enjoys reading and bargain hunting.



Kenny Ashe
Member, Board of Directors

Kenny Ashe, philanthropist and social entrepreneur, has been training men, women, and youth to be leaders in the marketplace for several years. As a nonprofit and business consultant, he has used his business leadership skills that he initially developed at this alma mater, Florida A&M University, and ultimately sharpened in the corporate arena, to make an impact in the nonprofit/philanthropic sector. As a board member of several community economic development and faith-based organizations, he has also invested resources to improve the lives of families in economically disadvantaged

communities. Kenny as the Vice Chair of Progress Investment Associates, commercial developer for the nation's first African American owned shopping center located in Philadelphia, has a long history of corporate social responsibility and civic engagement. In addition, he was responsible for the marketing, community relations, and rebranding of the property redevelopment during a recent \$22M renovation. Kenny's personal mandate to improve the lives of people in communities was influenced by the late Rev. Dr. Leon H. Sullivan, who bequeathed a legacy of self-help, global corporate social responsibility, and community investment.



Barron Damon
Member, Board of Directors

Barron J. Damon is a graduate of the University of South Carolina in Columbia where he earned a Bachelor of Arts degree in Industrial Psychology and a Masters degree in Business Management. He also completed post graduate work at the University of North Carolina, Chapel Hill in Business and Public Health.

Mr. Damon started his professional career at Big Brothers Big Sisters of Greater Columbia Inc. where he served as Vice-President of Operations. Prior to his relocation to North Carolina Mr. Damon owned and operated Lotus Consulting, LLC for three years. Some of his clients included the U.S. Department of Education, the University of South Carolina, Department of Labor, Department of Social Services, Communities and Schools, Department of Health and Environmental Control, as well as several non-profits, churches, and colleges.

(Barron Damon continued)

He currently serves in the role of Vice President of Partnership Development for Big Brothers Big Sisters of the Triangle where he develops partnerships with public and private sector organizations. Mr. Damon serves as the Project Manager for the agency's first five year multi-million dollar project that was awarded to the agency to serve more children and build the organizations capacity through creative partnerships.

Mr. Damon is very passionate about helping others succeed. He serves on the Advisory Board for the Leadership Institute at the University of North Carolina and was most recently appointed to the Community Investment Network Board of Directors. One of the things he is most proud of is his membership to A LOT, (A Legacy of Tradition) an all male African American Philanthropy group that gives their time, talent and treasure to their local community. Mr. Damon believes in giving back and supporting community organizations that serve young people.



Valaida Fullwood
Member, Board of Directors

Valaida is a native North Carolinian and graduate of UNC Chapel Hill. For over a decade, Valaida has worked as a creative consultant, writer and project manager, mainly in education, the arts, civic engagement and philanthropy. Prior to becoming an independent consultant, she managed international economic development projects for major corporations, living and working overseas.

Valaida is a resident of Charlotte, North Carolina and enjoys being involved in the community on multiple fronts, including serving on the boards of the African American Community Foundation, Charlotte ViewPoint, Community Investment Network, Northwest Corridor Community Development Corporation and Wesley Heights Neighborhood Association. She is also a founding member of New Generation of African American Philanthropists (NGAAP-Charlotte) - a giving circle, giving back.



Mark Lewis
Member, Board of Directors

Mark is a native of Pittsburgh, Pennsylvania and graduated from Michigan State University with a degree in accounting. He became a Certified Public Accountant in 1991 while working at Price Waterhouse. He left Price Waterhouse LLP after 8 years and joined Ernst & Young LLP where he worked for over five years reaching the level of Senior Manager. Mr. Lewis joined the board of the POISE Foundation in 1996 as its Treasurer and Chair of the Finance and Investment committee. He resigned from the Board in 2002 to become the second President and CEO of POISE Foundation. Mr. Lewis also serves on the board of directors of the August Wilson Center, Program to Aid Citizen Enterprise, Bayer Center for Nonprofit Management Advisory Board, and is Chair of The Heinz Endowments African American Male Initiative Advisory Board. Mark is a graduate of Leadership Pittsburgh XXII. He also serves as an Elder and Trustee of Deliverance Baptist Church of Wilksburg. Mr. Lewis is also a member of Kappa Alpha Psi fraternity.

Agenda

THURSDAY, SEPTEMBER 30

6:30pm
Empire Ballroom **A Conversation with Wes Moore and Joy Thomas Moore**
Followed by author book signing: "The Other Wes Moore"

FRIDAY, OCTOBER 1

12:00pm
Empire Foyer **Registration Open**

2:00pm – 5:30pm
Crown **Giving Circles Organizing**

Darryl Lester, President, HindSight Consulting, Inc.

Collective giving models are a viable and effective way to help broaden the field of philanthropy. These groups are utilizing individual and collective giving strategies to address inequities in their communities.

Giving circles are one way for people to organize and leverage their time, talent and treasure and redirect these collective assets strategically to benefit their community. It is important to note that although giving circles are garnering most of the attention as a giving trend within the field of philanthropy, we see other forms of collective giving taking place in communities, fueling a demographic transition. These collective giving models include hometown associations, mutual aid societies, fraternities and sororities, or organized giving through faith or religious practices. People have been organizing and transferring their resources collectively within plain sight of everyone, with or without recognition from organized philanthropy.

Please join **Darryl Lester, founder of HindSight Consulting**, in a conversation about giving circles and other collective giving models that are engaged in strategic grantmaking in communities.

Darryl Lester has been engaged in organizing and researching giving circles since 2001. His mission has been to give credibility and visibility to community philanthropy while breaking down barriers for individuals and organizations to play active roles in the supply side of philanthropy.

4:00pm – 5:30pm
Royal

Technical Assistance Session - CIN Members Only

Athan Lindsay, President - The Lindsay Group

This session will be a rollout of the CIN Technical Assistance Program. It is designed to explain the new technical assistance process and also answer members' questions.

There are eight core areas of skill building in which CIN will support member circles requesting technical assistance to advance their circle's effectiveness. This workshop will provide an outline of the process for obtaining CIN technical assistance as well as provide insight on the guidelines and eligibility criteria. Members will have an opportunity to provide feedback and suggestions on this new process that will become effective January 2011.

6:00pm
Empire Foyer

CIN Market Opens

6:00pm – 8:00pm
Empire Ballroom

Opening Reception

Experience a Live Broadcast of “Community Investments”
Hosted by Mary Braxton-Joseph

Topic: “Philanthropy: Past, Present and Future”

Special Guests:

James A. Joseph

Professor of the Practice of Public Policy at Duke University
Founder, U.S. – Southern Africa Center for Leadership and Public Values
Duke University and the University of Cape Town

Linetta Gilbert

Former Senior Program Officer, Ford Foundation

SATURDAY, OCTOBER 2

8:00am – 10:00am
Empire Ballroom

Opening Plenary Breakfast

Welcome

Charles Lewis, Chairman, CIN Board of Directors

Keynote Address

Eugene Cho, Founder, One Days Wages

10:00am – 10:15am

Break

10:15am – 11:45am
Royal

Session 1

Developing a Successful Grantmaking Process

Moderator: LaDawn Sullivan – CIN Board, The Denver Foundation

Panelists: John Nowlin – New Mountain Climbers
Renee Bradford – NGAAP-Charlotte
Barron Damon – A Legacy of Tradition (A LOT), CIN Board

This session will focus on the different grantmaking styles and strategies of three giving circles. Panelists will share the strategies, tools and procedures that their circles have adapted to award grants that can have an impact in their communities.

Obtain a firsthand perspective from CIN circles on the various processes members devise to make investments in their communities and fulfill their philanthropic mission. Each circle will share its triumphs and disappointments in making grants. One circle works closely with its local Community Foundation to expand the circle’s capacity and another one is taking on the challenge of making more strategic investments that are informed by data and research. A circle also will present a strategy and process for consensus decision-making during the grantmaking process.

10:15am – 11:45am
Crown

Session 2

How Race & Racism Still Matter: Tools for Tackling Tough Discussions on Structural Racism & How Good Grantmaking Can Make a Difference

Greg Hodge, Community Development Associates, Inc.

This workshop will focus on tools for helping foundation staff, donors and others talk about and take action to create more equitable outcomes for Black communities. The *Responsive Philanthropy in Black Communities* Toolkit developed by the Association of Black Foundation Executives builds on the foundation provided by the *Race Matters* Toolkit produced by the Annie E. Casey Foundation. This session will provide an overview of the toolkit, which includes, "What's Race Got to Do With It?" (a look at why we should lead with data related to racial disparities; a Racial Equity Impact Analysis (a tool for analyzing policy and programs); and an Organizational Assessment Tool (for groups who want to improve their practice as it relates to creating the conditions for closing gaps in racial disparities).

10:15am – 11:45am
Auditorium

Session 3

From 1910 to 2010: A Discussion on Black Land Ownership and Losses

Moderator: Michelle Serrano Mills – NGAAP

Panelists: Archie Hart – NC Department of Agriculture
Ebonie Alexander – Black Family Land Trust
Denis Rhoden – Center for Social Inclusion
Jennie Stephens – Center for Heirs' Property Preservation

While African Americans amassed 15 million acres of land in the South between 1865 and 1919, by 1999 African Americans owned a total of 7.7 million acres and only 2.5 million of those acres were farmland. In 1920, Black farmers numbered 925,708 (1 of 4 owned their own land) and controlled approximately 14 percent of the nation's farmland. Today, Black farmers have declined in number to approximately 18,000 and they control less than 1 percent of the nation's farmland.

The decline in Black-owned land can, in part, be attributed to the Great Depression and the migration North of thousands of African Americans from the South, in addition to the general decline of small farms in the agricultural industry. Other major contributing factors, however, are the historical racial discrimination in farm loan practices on the part of the United States Department of Agriculture (USDA), which continues today, and the fragmented nature of Black landownership, caused by what is called Heir Property. One researcher estimates that nearly 83 percent of African Americans do not possess basic wills or estate plans. Major ownership problems arise when people pass without making provisions for their land, which causes the State to make those decisions. A final, major issue today is the pressure that development and suburban sprawl place on all rural and farming communities. Though the contributing factors are complex and varied, African Americans need all possible support in their efforts to preserve landownership.

This workshop will provide the audience with the history and current status of Black Land Ownership in the United States especially in the Southeast. There is a significant economic impact on the Black community that must

be communicated and understood. Several options are available for land use for purposes of agriculture, natural resources, and green economic development to prevent land loss for these individuals, their families, and their communities.

11:45am – 1:30pm
Empire Ballroom

Lunch Plenary

Keynote Address

William Rhoden, Author, “Forty Million Dollar Slave: The Rise, Fall and Redemption of the Black Athlete”

1:30pm – 1:45pm

Break

1:45pm – 3:15pm
Royal

Session 1

Strategies for Giving Back: Creating Positive Outcomes for Black Men

Moderator: Marcus Littles – Frontline Solutions

Panelists: Timothy McIntosh – Park West Barber School
Gloria Woods-Weeks – Holton Career and Resource Center
Dennis Gaddy – Community Success Initiatives

Citing Shawn Dove, manager of the Open Society Institute’s national Campaign for Black Male Achievement, “Discrimination has produced staggering negative outcomes for Black men and boys in the areas of education, work, and incarceration, to name a few. Fortunately, there is a treasure chest of hope....” Hope can be found in communities throughout the U.S. and in the advocates and leaders who possess a “mountain-be-moved spirit.”

Please join some institutional and community change agents to learn about strategies that are producing positive outcomes for Black men and boys. They will share with the audience some of the strategies they developed to build local coalitions and marshal resources and expertise to improve life outcomes for Black men and boys. Creative solutions have provided leadership development and advocacy/organizing training for young Black males, providing them with the tools to become empowered citizens and informed advocates for themselves and their communities. By promoting education equity and dismantling the school-to-prison pipeline, Black boys have the opportunity to excel academically, prepare for college, and learn skills essential to earning a living wage.

1:45pm – 3:15pm
Crown

Session 2

The Ecology of Giving Circles: Cycles, Systems and Growth

Omisade Burney-Scott, Ananse Consulting

All giving circles experience cycles of growth and decline. From their dynamic formation around the shared values of creating a vehicle that strengthens local communities to the development of group norms around membership, communications and decision-making---giving circles operate much like ecosystems. This session will explore the life cycles of giving circles by identifying the ties that bind groups together, the dynamic tensions that arise a result of changes in the environment---internal and external---and ultimately how to establish a culture of giving that transcends the group itself.

1:45pm – 3:15pm
Auditorium

Session 3

Community-University Partnerships (CUPs): Barriers and Incentives

Moderator: Dr. Tonya Smith-Jackson – New Mountain Climbers

Panelists: Dr. Craig Brookins – NC State University
Elaine Dowe Carter – Christiansburg Institute Alumni Assoc.
Monica Smith-Woofter – Roanoke Valley Early College

Partnerships between community-based organizations and universities have been effective in such areas as social justice and educational disparities. Communities and universities have benefitted from each group's social and intellectual capital. This panel discussion will focus on the barriers and incentives to forming community-university partnerships (CUPs) and offer solutions that will enhance the effectiveness of these partnerships.

The audience will be able to recognize the barriers to successful community-university partnerships, identify unique incentives to successful community-university partnerships and recognize the strategic importance of reciprocity in community-university partnerships. The panel will provide some key strategies in building partnerships that are mutually beneficial and share how to apply the most fundable partnership practices/attributes to the design of their own organizations to facilitate grants and donations.

3:15pm – 3:30pm

Break

3:30pm – 5:00pm
Royal

Session 1

A Giving Circle's Journey: Forming and Maintaining a Successful Collective Giving Fund

Moderator: Valaida Fullwood – NGAAP-Charlotte, CIN Board

Panelists: Gloria Webb – Circle of Joy
Lyord Watson – Birmingham Change Fund
Mark Lewis – Sankofa Fund of SW PA, CIN Board

This session will focus on the journey that a giving circle travels through the various stages of a circle's development. Panelists will discuss challenges and successes they have experienced during the life cycle of their circles. Special attention will be given to how CIN circles have been successful at maintaining their bond throughout the years and how CIN resources have helped support that effort.

The panel will provide a history on the formation of their respective giving circles --- as each has traveled a different path. Information will be provided on how circles develop a mission and area of focus to engage in philanthropy. They will share insight on how the CIN community of giving circles and donor education forums, such as the annual conference, have played a critical role in the development of their circle.

3:30pm – 5:00pm
Crown

Session 2

How Race & Racism Still Matter: Tools for Tackling Tough Discussions on Structural Racism & How Good Grantmaking Can Make a Difference

Greg Hodge, Community Development Associates, Inc.

This workshop will focus on tools for helping foundation staff, donors and others talk about and take action to create more equitable outcomes for Black communities. The *Responsive Philanthropy in Black Communities* Toolkit developed by the Association of Black Foundation Executives builds on the foundation provided by the *Race Matters* Toolkit produced by the Annie E. Casey Foundation. This session will provide an overview of the toolkit, which includes, "What's Race Got to Do With It?" (a look at why we should lead with data related to racial disparities); a Racial Equity Impact Analysis (a tool for analyzing policy and programs); and an Organizational Assessment Tool (for groups who want to improve their practice as it relates to creating the conditions for closing gaps in racial disparities).

3:30pm – 5:00pm
Auditorium

Session 3

The Power of Small Grants

Moderator: Darryl Lester – HindSight Consulting, Inc.

Panelists: Ed Fields – Birmingham Change Fund
Gladys Washington – Mary Reynolds Babcock Foundation
Melissa Johnson – Neighborhood Funders Group

Small grant funds are necessary and important because they provide critical financial support to smaller grassroots organizations that are often left out of the normal grant-making process. These organizations are systematically underfunded usually because they are smaller, rural, low-wealth and support communities of color. They are the most affected, yet least influential as communities, and need organizational capacities to redress the imbalance.

This workshop will deepen our understanding of the impact and overall potential of small grant funds. The effectiveness of a small grant can be enhanced by the sharing lessons learned, best practices and successful tools, which will occur during this session. Small grants have the capacity to bridge the gap between institutional funding and community support.

5:00pm – 7:30pm
Empire Ballroom

Reception

Meet and Greet with Mr. William Rhoden

Funny Bone Improv Performance, Charlotte, NC

SUNDAY, OCTOBER 3

8:30am – 10:00am
Empire Ballroom

Closing Breakfast

Keynote Address

Rev. Joanne Browne Jennings

Associate Minister, Mt. Level Missionary Baptist Church

10:00am – 11:30am
Empire Ballroom

Community Investment Network Membership Meeting

Keynote Speakers



William Rhoden is an award-winning New York Times columnist and bestselling author of *Forty Million Dollar Slaves: The Rise, Fall and Redemption of the Black Athlete*, and frequent guest on ESPN's "The Sports Reporters." Bill Rhoden uses sports as a vehicle to understand an increasingly complex society. Rhoden's insights are born of his 35 years covering sports and society, throughout which his work has transcended the particular beat he was on, and turned the mirror of society on itself by transforming "sports" stories into lessons on ethics, power, (in)equality, personal responsibility, and more.

During his three decades-plus career, Rhoden has been a jazz critic, sports columnist and social commentator. He has played college football at Yankee Stadium, accompanied a federal agent on an interdiction mission along the US-Mexican border, been a road manager for a jazz quintet and taken a 17 hour drive across Cuba.

Rhoden joined The New York Times in 1982 as an editor in the Week-In-Review section. A year later he moved to sports where he wrote about issues in high school and colleges. His assignment culminated in 1990 with a riveting, three-part front page series called "The Student Athlete on Campus," which described the complex relationship among colleges, college sports and college athletes. He has written "The Sports of the Times" column since 1990, and his work has been included in a number of anthologies including *The Best American Sports Writing 2007*.

In 1996 Rhoden won a Peabody Award for Broadcasting as a writer of the HBO documentary "Journey of the African American Athlete," and most recently, wrote the HBO documentary "Breaking the Huddle," about the integration of College Football, which won a 2009 Emmy® for outstanding Documentary Film. He is also the author of the critically acclaimed *Third and A Mile: The Trials and Triumphs of The Black Quarterback*.



Eugene Cho and his wife, Minhee, are the founders of One Day's Wages - "a new movement of people, stories, and actions to alleviate extreme global poverty."

The strategy of ODW is to create a collaborative movement via integrating Human Relationships, Social Media/Technology, and the Power of Story. ODW promotes awareness, invites simple giving (one day's wages), and supports sustainable relief through partnerships, especially with smaller organizations in developing regions.

Eugene is also the founder and Executive Director of Q Cafe - an innovative non-profit community cafe & music venue and the founder and Lead Pastor of Quest - an urban, multicultural, and multi-generational church.

Eugene and Minhee have been married for nearly 14 years and have three children and live in Seattle, Washington.



Rev. Joanne Browne Jennings, is a native of Pembroke, Bermuda. She is a graduate of the University of Toronto, in Canada, and the Inns of Court School of Law in England. In 1983, after working as an attorney for five years, she entered Fuller Theological Seminary, in California, in response to God's call. She graduated in 1987, from Fuller, with a Master's Degree in Divinity, and Marriage and Family Counseling. She obtained a Master's Degree in Social Work, from the University of North Carolina at Chapel Hill, in 1990.

Rev. Browne Jennings is a licensed marriage and family counselor. She provides counseling, consultation, and training seminars, out of her own offices, in Durham, North Carolina. She is a former consultant to the Durham Public School's social workers. She has provided training for pastors through the Duke University Divinity School's Continuing Education Program. She has also served as a facilitator for Spiritual Formation Groups, at Duke Divinity School.

Rev. Browne Jennings has distinguished herself as a preacher and workshop facilitator. She has preached, taught, and facilitated seminars in Bermuda, the West Indies, Canada, South Africa, and the United States. She serves as a mentor for many, as she seeks to provide a faithful witness to Christ, in all the services she provides.

Rev. Browne Jennings, and her husband, the Rev. Dr. Willie Jennings, are associate ministers at the Mt. Level Missionary Baptist Church, in Durham. Together they have served as supply ministers, for various churches in North Carolina. They are the proud parents of two daughters Njeri, and Safiya.

Special Guests



Wes Moore is a youth advocate, Army combat veteran, promising business leader and author.

Wes graduated Phi Theta Kappa as a commissioned officer from Valley Forge Military College in 1998 and Phi Beta Kappa from Johns Hopkins University in 2001 with a bachelor's degree in International Relations. At Johns Hopkins he was honored by the Maryland College Football Hall of Fame. He completed an MLitt in International Relations from Oxford University as a Rhodes Scholar in 2004. Wes was a paratrooper and Captain in the United States Army, serving a combat tour of duty in Afghanistan with the elite 1st Brigade of the 82nd Airborne Division in 2005–2006. A White House Fellow from 2006–2007, Wes served as a Special Assistant to Secretary of State Condoleezza Rice. Following his time at the White House, Wes became an investment professional in New York at Citigroup, focusing on global technology and alternative investments. In 2009 he was selected as an Asia Society Fellow. Moore was named one of Ebony magazine's "Top 30 Leaders Under 30" for 2007 and Crain's New York Business' "40 Under 40 Rising Stars" in 2009.

Wes is passionate about supporting U.S. veterans and examining the roles education, mentoring and public service play in the lives of American youth. He serves on the board of the Iraq Afghanistan Veterans of America (IAVA) and founded an organization called STAND! through Johns Hopkins that works with Baltimore youth involved in the criminal justice system. Wes was a featured speaker at the 2008 Democratic National Convention in Denver and addressed the crowd from Invesco Field. He has also spoken at the National Foundation for Teaching Entrepreneurship (NFTE) Business Plan Competition, Southern Regional Conference of the National Society of Educators, the education reform session of the third annual Race & Reconciliation in America conference, and the first 9/11 National Day of Service and Remembrance.

Wes Moore was born in 1978 and was three years old when his father, a respected radio and television host, died in front of him. His mother, hoping for a better future for her family, made great sacrifices to send Wes and his sisters to private school. Caught between two worlds—the affluence of his classmates and the struggles of his neighbors—Wes began to act out, succumbing to bad grades, suspensions, and delinquencies. Desperate to reverse his behavior, his mother sent him to military school in Pennsylvania. After trying to escape five times, Wes finally decided to stop railing against the system and become accountable for his actions. By graduation six years later, Moore was company commander overseeing 125 cadets.

Seeking to help other young people to redirect their lives, Wes is committed to being a positive influence and helping kids find the support they need to enact change. Pointing out that a high school student drops out every nine seconds, Wes says that public servants—the teachers, mentors and volunteers who work with our youth—are as imperative to our national standing and survival as are our armed forces. “Public service does not have to be an occupation,” he says, “but it must be a way of life.”

Moore lives with his wife Dawn in New Jersey.

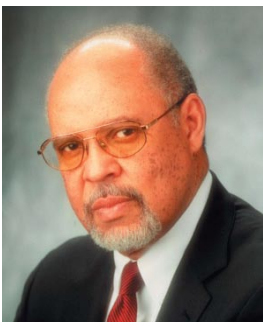


Joy Thomas Moore is the president of JWS Media Consulting, dedicated to finding innovative ways to use media to tell stories of social change and advancing messaging techniques to further and deepen the goals of its clients.

Prior to devoting herself to her consulting business fulltime, she worked for 15 years with the Annie E. Casey Foundation, where her primary responsibilities included oversight of the Foundation’s national communications network and management of the Foundation’s media portfolio.

Prior to joining the Foundation, Moore was a freelance writer and field producer in the New York City area, where she contributed to numerous local and nationally syndicated television programs, including *ESSENCE: The Television Program*; *America’s Black Forum*, hosted by Julian Bond; and the critically acclaimed eight-part documentary series on African American Life, *Images & Realities*.

Prior to her work in television, Joy served in a variety of editorial positions at WMAL-AM radio, the ABC-owned and operated station in Washington, D.C. Her awards include an Edward R. Murrow and George Foster Peabody Awards for Public Service for the 1972 documentary “Suffer the Little Children,” a multi-part radio series on sexually abused children; a No Greater Love Foundation Award for radio documentary on the plight of children of Vietnam veterans in 1973; The Clarion Award for Public Service; and the Chesapeake Associated Press award for radio documentary excellence for a series on women caught in the cycle of alcohol abuse.



Ambassador James A. Joseph is Professor of the Practice of Public Policy at Duke University and founder of the United States – Southern Africa Center for Leadership and Public Values at Duke and the University of Cape Town. He is also Leader in Residence for the Sanford School’s Hart Leadership Program. Ambassador Joseph has served in executive or advisory positions for four U.S. Presidents. He was appointed as the United States Ambassador to South Africa by President Bill Clinton.

Ambassador Joseph has had a distinguished career in business, education and philanthropy. From 1982-1995, he was President and Chief Executive Officer of the Council on Foundations, an international organization of more than 2000 foundations and corporate giving programs. After graduating from Southern University and Yale, Ambassador Joseph began his career at Stillman College in Tuscaloosa, Alabama in 1963, where he was also founding co-chair of the local civil rights movement. A frequent speaker to academic, civic and religious audiences, he is the author of two books, *The Charitable Impulse* and *Remaking America*. A

third book on Private Virtue and Public Values will be published by the Duke University Press in 2011. He is the recipient of nineteen honorary degrees and his undergraduate alma mater, Southern University, has named an endowed chair in his honor. The Board of Directors of the Council on Foundations appointed him President Emeritus and the Association of Black Foundation Executives established the James A. Joseph Lecture on Philanthropy. He is a member of the Council on Foreign Relations and the National Academy for Public Administration. Ambassador Joseph is married to the former Mary Braxton, an Emmy Award winning television journalist.



Linetta J. Gilbert is well-known and highly regarded in the field of community development and community philanthropy. For ten years she worked as a Program Officer and Vice President for Programs at the Greater New Orleans Foundation (GNOF). At GNOF she provided strategic direction and developed a grant portfolio for community initiatives in affordable housing, community development, workforce development, violence prevention, youth development, and rural development. She worked closely with donors and potential donors to show them the value of community philanthropy in the New Orleans region.

Ms. Gilbert is a former Senior Program Officer in the Community and Resource Development Unit for the Ford Foundation in New York. In this role, she led the Community Philanthropy, Race, and Equity in the American South Initiative, the Border Philanthropy Partnership Initiative, and the World Bank Community Foundations Initiative. She is an experienced, strategic grantmaker with a deep commitment to building community leadership and civic capacity. Ms. Gilbert is married and the mother of two adult women and one adult foster son.



Mary Braxton-Joseph is an Emmy-award winning television journalist and media consultant who divides her time between the United States and South Africa. Four years ago, in partnership with three South African businesswomen, she formed a film production company called Beautiful Bay Productions. The company's first project is a made-for-TV movie based on the novel "The Valley Awakes" by Yousuf 'Joe' Rasool.

Mrs. Braxton-Joseph was instrumental in the development of two documentaries while living full time in South Africa (1996 through 1999). She conducted the initial research including an interview with President Nelson Mandela for "Apartheid's Last Stand," a documentary on Robben Island for the Discovery Channel that aired in 1999. She also served as South Africa Project Coordinator for "Tutu and Franklin: A Journey Towards Peace," a documentary on race and reconciliation that featured Archbishop Emeritus Desmond Tutu and Dr. John Hope Franklin. The documentary aired in the United States on PBS and in South Africa on SABC in 2001.

From 1990 through 1995, Braxton-Joseph was Senior Advisor for Media Relations and Public Affairs for the Council on Foundations, and international association of 1900 foundations and other private donors whose assets total more than 200 billion dollars. Prior to joining the Council, Braxton-Joseph served as Manager of Community Affairs and Editorials for WJLA-TV 7, the ABC Network affiliate in Washington, D.C. She has won numerous awards for editorial excellence and television programming.

She is currently the Chair of Planned Parenthood of Central North Carolina and serves on the boards of Bennett College for Women, the Triangle Community Foundation, Connectinc and the Chatham County Fair Association.

She is married to the Honorable James A. Joseph, former U.S. Ambassador to South Africa(1996 through 1999), and they live in Chapel Hill, North Carolina.

Workshop Presenters



Dr. Craig C. Brookins, Ph.D. is an Associate Professor of Psychology (Psychology in the Public Interest Program) and Africana Studies and former Director of Africana Studies and the Africa Project at North Carolina State University. He received his undergraduate degree from Bradley University in Peoria, Illinois and his M.S. and Ph.D. from Michigan State University in East Lansing, Michigan where he specialized in Ecological/Community Psychology. Dr. Brookins research focuses primarily on Community Psychology (generally) and more specifically on interventions designed to promote psychological health and development for youth and adults. Topical areas have included adolescent rites-of-passage, adolescent pregnancy prevention, child

abuse and neglect prevention, youth empowerment, African American self-concept, independent Black Schools, effective parenting, and, most currently, understanding an optimal world view. Primarily defining himself as an Afrikan-Community Psychologist, he has centered his work in public and private educational institutions, community centers, and human service agencies. His research has produced numerous journal articles, book chapters, technical reports and presentations including invited talks to institutions both nationally and internationally. Dr. Brookins has developed and implemented several community and educational interventions targeting African American youth and young adults. This work has earned him an Alumni Distinguished Award for Extension and he is a charter member of the Academy of Outstanding Faculty Engaged in Extension at North Carolina State University. Through his teaching, public speaking, research and service Dr. Brookins has intersected with diverse constituencies on the NC State campus as well as in the wider community.



In 2007, **Rev. Renee L. Bradford, M.Div.** founded First Purse, Inc. The concept of giving every girl their "first purse" arose from teaching her daughter the principles of saving, investing, and giving back. First Purse, Inc. endeavors to strengthen girls ages 8 to 10 through character building, financial literacy, and civic engagement. As a marathon runner, motivational speaker and Philanthropist, she aspires to uplift all in the expression of their faith and fulfillment of their God-given purpose.

Rev. Bradford is a native of Dayton, Ohio. She holds a Bachelor of Arts Degree in Business Administration/MIS from Central State University in Wilberforce, Ohio and a Master of Divinity degree from United Theological Seminary in Dayton, Ohio. She resides in Charlotte, NC where she serves as the Administrator for Mount Carmel Baptist Church. She is married to her college sweetheart, Lovell A. Bradford and a proud Mother of three - Fajhenee, Lovell, Jr., and Seth.

In 2010, Rev. Bradford will travel to Tanzania, Africa on a 17 day safari/trek on Mount Kilimanjaro. Her goal is to inspire women and girls to dream big and to live out their life's purpose. When asked why she's taking on the challenge she says, "Because I can. Philippians 4:13 says so."



Omisade Burney-Scott is the Principal/Founder of Ananse Consulting which provides organizational capacity building support to nonprofit and philanthropic organizations. Previously, she was the Director of Community Partnerships and Learning for the Southern Rural Development Institute as well as a Program Officer for Active Living by Design, an intermediary of the Robert Wood Johnson Foundation. Her community involvement includes board memberships with the Fund For Southern Communities and stone circles. Ms. Scott is a founding member the Next Generation of African American Philanthropist Giving Circle and a member of the 99-01 class of the William C. Friday

Fellows Human Relations (Wildacres Leadership Initiative). She received a BA in Communication Studies from UNC-Chapel Hill and resides in Durham with her husband Michael and two sons, Che and Taj.



Elaine Dowe Carter, a southwestern Virginian native, developed and carried out a human and community development career. She practiced this career in public, nonprofit, university and corporate organizations. Her educational background stems from the Howard University Bachelor of Arts degree with a Sociology major, Boston College Graduate School Master of Arts degree in Sociology and Virginia Tech University doctoral degree studies in Public Administration and Policy. Career life began in social work in medical and community organization serving low-income, urban citizens. This service evolved over a ten year period from individual to community

based actions to a New York City Community Development Agency Assistant Commissioner. Conceptually and strategically, her work has been built upon the relationship of human development and socially and culturally established patterns. Her aim: the elimination of mono-cultural impositions and establishment and sustainment of collective collaboration and consideration between people while promoting individual achievement. Recently, her work has focused on community building through the preservation of African American historic sites. She has served this aim as executive director of the Christiansburg Institute, Inc (CI) and currently serves as board member. CI is an organization established by the Christiansburg Institute Alumni Association to preserve a 100 year Christiansburg Institute, closed and almost completely destroyed with the advent of Virginia's 1965 desegregation compliance.



Ed Fields is a founding member of the Birmingham Change Fund, one of the first giving circles to join the Community Investment Network. He has served as a member of several community organizations including the Alabama Germany Partnership (Board Member), Birmingham City and Jefferson County Schools Career/Technical Advisory Boards (Board Member), Birmingham Change Fund (Founding Member), Birmingham Urban League (Board Member), Birmingham Urban League Young Professional (Founding Member), Central Alabama Women's Business Center (Board Member), The Literacy Council (Board Member), PROPEL for Young Men (Founding Member),

INROADS/Birmingham Alumni Association (President), City of Birmingham Arts and Culture Commission (Commissioner), and the Alys Stephens Center Young Patrons (Member), Alabama MBOC (Advisory Board), Alacare Home Health & Hospice Professional Advisory Council (Member).

Ed is co-owner and vice president for Projects Unlimited, Inc., an association management firm. His firm provides continuity and expertise for volunteer leaders of member-based organizations through leadership development, meeting planning, board development, and marketing and communications strategies. His firm is based in the Innovation Depot in Birmingham, Alabama.

Ed and his wife, Cherie, reside in beautiful Birmingham, Alabama.



Dennis Gaddy is the Executive Director of the Community Success Initiative (CSI), a nonprofit organization that was created out of a desire to fill a need to see personal growth and development, and leadership principles become a recognized strategy for achieving success in the lives of everyday people, with an emphasis on men and women transitioning from prison.

Although Dennis is a graduate of UNC-Chapel Hill and the Campbell University School of Law, after a series of poor choices, Dennis was incarcerated for five years, eight months in the NC Department of Corrections. Rather than being overcome by either success or failure, Dennis studied both, and learned valuable and positive insights from the past. He learned the value of using the past as a place of reference, but not residence, and designed and teaches a 15-Step leadership course on "How to Get from Where You Are to Where You Want to Be". This leadership course is the foundation he works from when coaching people in personal growth and development.

Along with his duties at CSI, Dennis currently serves on the Board of Directors of The Triangle Lost Generation Task Force, a organization helping to stem the tide of African-American and Latino youth from going to prison, and also serves as the State Chair for Prisoner Support and Reentry for the North Carolina NAACP.

He also serves on a national sub-committee, for the Center for State Government's National Reentry Resource Center. Dennis is also an entrepreneur and is a partner with Gaddy Success Enterprises.

Dennis has been married for 27 years and he and his wife have two daughters.



Archie Hart is an Agriculture Program Special Assistant to the Commissioner of Agriculture with the NC Department of Agriculture. He was previously employed by the NC Cooperative Extension Service for 9 years in Wake County. Archie has served on several boards including, but not limited to, the USDA Small Farm Advisory, NC Small Farm Commission, NC A&T School of Agriculture Advisory, NC State Sustainable Agriculture Advisory, Tobacco Farm Life Museum Board, Natural Capital Investment Fund Board, and Capital City Steeler Board.

Archie is a native of Union County NC and a graduate of NC A&T State University in Greensboro, NC. He is married to Sharon Jones Hart and they have three children - Jeremy, Sydney and Christopher.



Gregory Hodge is an organizational development and community building consultant with Community Development Associates. He works with a range of groups from small non-profits and foundations to public agencies, particularly school districts. Gregory served two four-year terms as a member of the Oakland Unified School District Board of Education beginning in January 2000. He currently serves as Chair of the Workforce Investment Board, City of Oakland.

As a community based organization leader and manager, Greg served as the Chief Executive Officer for California Tomorrow, an Oakland based organization that is dedicated to building a strong multiracial and multicultural society that embraces diversity as our greatest asset. He also served as the Executive Director of Safe Passages: the Oakland Child Health and Safety Initiative, an effort designed to improve and promote the health and safety of youth in the City of Oakland, California through community involvement and systems reform. Safe Passages is a joint powers authority established by the City of Oakland, Oakland Unified School District, Alameda County, and community residents.

Prior to working for Safe Passages, Hodge was the executive director of the Urban Strategies Council where he also served as the director of a city-wide Youth Development Initiative, managed the Freedom Schools program and worked as the regional representative of the Black Community Crusade for Children, an effort coordinated nationally by the Children's Defense Fund. In 1996, he helped recruit, train and facilitate a 42-member community building team as part of Oakland's Empowerment Zone/Enhanced Enterprise Community program.

Hodge has also worked as an attorney in private practice handling a variety of civil litigation matters. His involvements include work with African American youth as a teacher and mentor; minister at Wo'se Community; drummer with Bantaba Dance Ensemble; board member Rockwood Leadership Institute, Bay Area Coalition of Equitable Schools, the Center for Applied Research and Technical Assistance in Baltimore, board chair The Restoration Association for Improving the Landmark 16th Street Station and member of the national Annenberg School District Reform Task Force. He holds a Bachelor of Arts degree from Northwestern University and a law degree from Golden Gate University, San Francisco, California.



Melissa Johnson is the Executive Director of Neighborhood Funders Group, a membership association dedicated to strengthening the capacity of organized philanthropy to support community-based efforts advocating for policies and practices that advance social and economic justice. Prior to NFG, Melissa served as the national field director for the National Committee for Responsive Philanthropy. With over 10 years of experience in the nonprofit sector, she has served as a philanthropic consultant helping to seed giving circles, develop models of community philanthropy, and advising foundations on issues of social justice and racial equity. Melissa's career in philanthropy began in her work with community foundations in her native state of North

Carolina where she served as a program officer and other key roles in rural and urban grantmaking, funding collaboratives, and major community initiatives. Additionally, her prior work at the North Carolina Center for Nonprofits grounded her commitment to build nonprofit capacity and strengthen the sector as a whole.

She holds a B.A. in English and Sociology from Wake Forest University and an Masters of Social Work from the University of North Carolina at Chapel Hill with a concentration on community practice and community development. Melissa's voluntary service has spanned several organizations including Emerging Practitioners in Philanthropy, Guatemala Human Rights Campaign-USA, North Carolina's Youth for Tomorrow (*ncyt*), NCNG Emerging Leaders Network, United Way of Greensboro, YWCA of Greensboro, Resource Generation, and the University of North Carolina's School of Social Work Alumni Council.



Darryl Lester is the President of HindSight Consulting, Inc that he co-founded with his wife and partner, Dionne Lester in 2001. HindSight Consulting is a research and development company that designs tools and services that enable people in institutions and communities to relate more strategically to their time, talent and treasure with greater freedom, power, and effectiveness to inspire greater personal, community, and institutional transformation.

In 2004, HindSight launched the Community Investment Network. CIN is a nonprofit organization dedicated to making grants to affirm and grow collective giving, facilitating a learning institute for community philanthropists, and providing technical assistance for giving circles to impel greater social change in communities.

Darryl has 20 years of experience as change agent and a social entrepreneur includes positions at Shaw University, North Carolina State, UNC-Chapel Hill, Public Allies, and the Triangle Community Foundation. His community involvement includes former Trustee of the Warner Foundation; board member of Center for Community Philanthropy at the Clinton School; member of the Next Generation of African American Philanthropists, and A Legacy of Tradition Giving Circles. Darryl is also a member of the Association of Black Foundation Executives.

Darryl has a M. Ed in Counseling and Psychology from North Carolina State University and a BA from Wofford College in Economics and Finance. He is also a 2000 Fellow of the Southeastern Council of Foundations Hull Leadership Program.



Athan Lindsay is devoted to finding ways to position communities of color to using their collective resources and philanthropy to build healthy communities. He is a founding member of the Next Generation of African American Philanthropists (NGAAP), a giving circle based in the Triangle region of NC. Through The Lindsay Group, Athan is a committed to helping build skills and expanding the knowledge base of concerned citizens interested in broadening civic participation in the decision-making process to solve complex community problems.

Mr. Lindsay has an extensive career in the field of philanthropy that has included serving in various programmatic roles for various foundations and philanthropic initiatives. With more than a decade of experiences working within the field of philanthropy and through his personal philanthropy, has gained an understanding and appreciation for how philanthropy can be utilized as an effective tool for building and transforming communities. In recent years Athan has worked in partnership with HindSight Consulting to provide technical assistance to giving circles to impel greater social change in communities.

Athan currently resides in North Dakota with his wife, Cori, and is a native of Winston-Salem, NC. Athan graduated from Davidson College in 1993 with a B.A. in History. Athan's work experience has included service with the National Rural Funders Collaborative, Warner Foundation, and Mary Reynolds Babcock Foundation. Mr. Lindsay is a 2000 Fellow of the Southeastern Council of Foundations Hull Leadership and the recipient of the Association of Black Foundation Executive's (ABFE) 2006 Emerging Leader in Philanthropy Award.



Marcus Littles has a background in nonprofit and philanthropic management, program and organizational planning, development, and assessment. The majority of his experience has been with community-based and youth development organizations, philanthropic institutions, community development corporations, and youth organizing groups. Littles is the Founder and Senior Partner of Frontline Solutions. Previously, Littles worked as a consultant for TCC Group where he led several planning processes for nonprofit and philanthropic organizations, including the Coca Cola Foundation in Atlanta, the Martinsville (Virginia) Subcommittee for Education and Workforce Development, Boys and Girls Harbor, and the Ruth Mott Foundation.

Prior to joining TCC, Littles served as a Program Associate in the Ford Foundation's Community and Resource Development Unit. His primary responsibility was to provide programmatic and analytical support for three community development grantmaking portfolios totaling \$12 million in grants annually. Marcus has authored and contributed to several publications, including acting as the lead author of the Ford Foundation publication, *Why We Can't Wait*, and a contributing author to the Mississippi NAACP publication, *Envisioning a New Mississippi*, one of the content editors of the Funders Collaborative for Youth Organizing Occasional Paper Series, *Youth Organizing in the South*. Littles holds a Master's Degree in Public Administration from the University of Delaware's School of Urban Affairs and Public Policy. He concentrated his studies in nonprofit management, community-based and youth development. Littles received a BA in Public Relations and Marketing from Auburn University.



Timothy McIntosh, Jr. is a native of Forestville, MD and pursued higher education at North Carolina Central University in Durham NC, where he received a Bachelor's degree in Business Administration. During his career as a barber Timothy has owned hair salons, barbershops, a barbering school and has had the privilege to serve as a gubernatorial appointment on the North Carolina State Board of Barber Examiners. Currently, Timothy is managing partner of Park West Barber School, LLC. in Durham NC. In 2007 he started The Barber Foundation which serves as the philanthropic arm of his barbering school. Timothy is also a founding member of a donor advised fund The

Next Generation of African American Philanthropists where he works for the positive socio-economic development of the African American community.



John Nowlin retired in 2001 from American Electric Power Company. He graduated high school from the Christiansburg Institute in Christiansburg, VA. He received an Associate Degree in Electricity/ Instrumentation from New River Community College and received a degree in Industrial Management from Radford University. He is a Vietnam Veteran, as he served in the USAF. His civic involvement includes three years on the Montgomery County, VA, Electoral Board, life member of the NAACP and member of St John's Lodge #35 AFAM.

John is a member of The Community Group and New Mountain Climbers Giving Circle.

He is married to Nancy Foster Nowlin and they have three (3) grown children.



Denis Rhoden is the program coordinator at the CSI, and has been behind the research and writing efforts of Black, Brown and Green and Energy Democracy. He has written extensively in the areas of regional economic development, housing markets, community-scale renewable energy, neighborhood planning, and racial equity. Denis brings to Center for Social Inclusion a social enterprise and urban planning background to develop community-based energy efficiency and renewable energy projects and programs. As Project Coordinator, Denis has been behind the research and writing efforts of Black, Brown and Green and Energy Democracy. He has written extensively in the areas of regional economic development, regional housing markets, community-scale renewable energy, neighborhood planning, and racial equity. Prior to joining CSI, he worked at the Kirwan Institute and the Columbus Urban League where he analyzed the impacts of racial and social justice on the housing sector using rigorous spatial and statistical analysis. He has completed master's degree in Business Administration and City and Regional Planning at The Ohio State University. Denis is a member of the American Planning Association, the American Institute of Certified Planners (AICP) and Gamma Theta Upsilon.



Michelle Serrano-Mills, Business and Marketing Consultant, developed her experience through an extensive career in both for profit and nonprofit sectors. Ms. Serrano uses her experience as an entrepreneur to help nonprofit organizations develop strategic planning and marketing campaigns. She has been recognized by the City of Winston Salem with a resolution for her entrepreneurial contributions to the Winston-Salem Community. In their premiere issue (March 2007), NC Signatures magazine recognized Ms. Serrano as one of nine signature entrepreneurs in the state of North Carolina. She is the co-founder of two nonprofit organizations: The MILLS (Making Investments in Lives, Legacies, and Securities) Foundation and the Games for Life Institute. She is co-author of Simply Outrageous: Lessons Learned on the Road to Entrepreneur of the Year (www.simplyoutrageous.org).



Monica Smith-Woofter, principal of the Roanoke Valley Early College, has been an educator for 19 years in the Roanoke Valley. She holds both a Masters in Administration and Supervision and an Educational Specialist degree from East Carolina University. After obtaining her Bachelor of Science in Secondary Mathematics Education at Virginia State University, Monica taught high school mathematics for 5 years before moving into administration and serving in this capacity to include middle school, high school, and district office level experience. While serving as a North Carolina educator, she has had the opportunity to share her expertise as a presenter in a host of NC regional and state conferences as well as at other state and national conferences held in Florida and Mississippi. Monica has been a member of numerous community educational and service organizations throughout her career. Most recently, she serves as a member of the Halifax County Boys and Girls Club and actively participates in a host of community service events raising funds and/or sponsoring opportunities for youth who attend. In 2004, 2005, and 2006, Monica Smith-Woofter was voted by the local community as Best Principal in the Roanoke Valley.



Tonya Smith-Jackson, PhD, CPE is an associate professor in the Grado Department of Industrial and Systems Engineering at Virginia Tech, and an adjunct associate professor in the Department of Psychology. She is founder and director of the Assessment and Cognitive Ergonomics Lab (ACE) and co-director of the Safety Engineering and Human-Computer Interaction Labs at VT. Dr. Smith-Jackson is also Associate Director of the Occupational Safety and Health Research Center. She earned her M.S. and Ph.D. at North Carolina State University in

Psychology/Ergonomics (interdisciplinary), and her undergraduate degree from UNC-Chapel Hill. Her primary research interests include system design, development, and evaluation using applied research on human information processing; safety and risk communications; cultural and communication ergonomics; and individual differences in cognition. Most importantly, her research has led to partnerships with community-based organizations in Virginia, Florida, and North Carolina, including churches, civic organizations, public safety and emergency organizations, and advocacy groups. She has partnered with community-based organizations and some of these partnerships have led to millions in external funding for both parties. Her focus has been to partner with community-based organizations to conduct research to identify solutions to community needs, while also providing monetary resources to the community partners through external funding from agencies such as the National Science Foundation, National Institutes of Health, and private industry. She is a scholar activist whose goal is to uphold Virginia Tech's motto, "Ut Prosim", "That I may serve."



Jennie L. Stephens, a native of Walterboro, SC, received a Bachelor's Degree in Business Administration from the College of Charleston in June 1989, a Master's Degree in Public Administration from the University of Charleston in December 1994, and is pursuing a Ph D in Organizational Leadership at Regent University in Virginia Beach, VA.

She has worked for 20 years in the nonprofit field at a community action agency, historically black college, and, most recently, at Coastal Community Foundation. She also has several years of experience in consulting as a program reviewer and grants writer. She has served as executive director of the Center for Heirs' Property Preservation since 2005 where she is responsible for all service delivery, fundraising and managerial aspects of the organization.



Acknowledged as punctual, methodical, dependable, and ethical leader, **Lyord Watson Jr.** is a preacher and a philanthropist, who is family and community oriented.

A native of Brewton, AL, he graduated from Samford University in 2001 with a degree in business management. After graduating, he worked for State Farm Insurance Company for six years. He accepted his calling to preach in 2006 and preached his initial sermon at Sixth Avenue Baptist Church. In 2007, he left State Farm, enrolled at Beeson Divinity School at Samford University. Currently, he is the Church Mobilization Intern at Mission Birmingham, and anticipates graduating in December 2010 with a

Master's of Divinity Degree.

Lyord is an associate minister at Greater St. John Missionary Baptist Church, in Birmingham, AL. He is a founding member of the Birmingham Change Fund and currently serves as Chairman. In 2009, he was recognized for his leadership as a "National Philanthropy Day VIP" by the Community Foundation of Greater Birmingham. Lyord resides in Birmingham, AL with his wife Katrina.



Gladys Krigger Washington is the Program Director of the Mary Reynolds Babcock Foundation, a private family foundation in Winston-Salem, North Carolina. The Babcock Foundation helps people and places across the southeastern United States to move up and out of poverty and to achieve greater social and economic justice. The Foundation supports organizations and networks working in low-wealth communities that are poised to expand their scale of impact and are working across race, ethnic, economic, and political differences to build just and caring communities.

Gladys works with Babcock applicants and grantees in the Gulf Coast and Delta regions of the South. She has directed the Foundation's programs in grassroots leadership development and community problem solving. Before coming to the Babcock Foundation, Gladys was a Program Officer for the Community Foundation Serving Coastal South Carolina in Charleston, South Carolina.



Gloria M. Webb retired from education after 36 years of service as a teacher, college instructor, and school guidance counselor. She worked for Memphis City School, Clark Atlanta University, and the DeKalb County School System. Her work included conducting groups for parents, pregnant teens, and peer counselors as well as individual counseling for academic and personal concerns. In retirement she enjoys, decorating, water aerobics, reading and working with the Circle of Joy of which she is a founding member. Gloria and her husband, Jesse, are active members of the Hillcrest Church of Christ.



Gloria Woods-Weeks currently serves as the Principal of Holton Career and Resource Center in Durham, NC. The Holton Career and Resource Center provides both training and instruction focused on traditional and new emerging industries; provides students the opportunity to earn industry standard certifications or significant progress towards completion of certification requirements; and allows students to maintain their affiliation with their home high schools while completing courses at the Career Center.

Prior to becoming the Principal at Holton she served as the Assistant Principal of East Chapel Hill High School. Ms. Woods-Weeks also has also served as a middle and high school teacher. She has been the recipient of the North Carolina Assistant Principal of the Year award as well as the Chapel Hill-Carrboro City Schools Assistant Principal of the year award.

She is a member of Delta Sigma Theta Sorority.

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Athan Lindsay	Lindsay Legacy Fund and NGAAP
Darryl Lester	HindSight Consulting and NGAAP
Ed and Cherie Fields	Birmingham Change Field
Joy Webb	Circle of Joy
Linsey Mills	NGAAP
Michelle Serrano-Mills	NGAAP
Tonya Smith-Jackson	New Mountain Climbers

Thank you for your commitment and dedication to the “community philanthropy movement”. I appreciate your time and efforts towards making this years’ event a success. I am grateful to have you in my circle of support and value your friendship and contributions of gifts and talents.

Dionne Lester
Chief Operating Officer