



**2006 Community Investment Network  
Conference**

***“The Debt and The Reckoning:  
What Do We Owe Each Other?”***

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October 6-8, 2006  
Raleigh, North Carolina

*"Philanthropy is commendable but it must not cause the philanthropist to overlook the circumstances of economic injustice that make philanthropy necessary."*

*~Dr. Martin Luther King Jr.~*

## WELCOME TO 2006 COMMUNITY INVESTMENT NETWORK CONFERENCE!

On behalf the sponsors and members of The Community Investment Network, we thank you for joining us as we embark on a unique and significant event in the field of philanthropy. The **Community Investment Network Conference** has been designed and envisioned as a gathering where individuals, families, neighborhood associations, community groups, civic groups, foundations, and giving circles can come together to discuss various strategies of investing time, talent, and treasure to build communities by design and not of crisis. Believing that everyone has the potential to be a philanthropist, regardless of their level of income or social status, the aim of the conference is to affirm the traditional giving practices of ordinary individuals.

The Community Investment Network Conference will spotlight strategic collective giving models, the use of philanthropic tools and the dynamics of community philanthropy as a form of civic participation for effectively addressing problems in our communities.

This conference also seeks to push for a broader context and definition of philanthropy, which moves beyond the charity and institutional (foundations) models. We hope to move toward a model that promotes philanthropy as citizenship and private social investment to tackle issues of racism, social inequality, and persistent poverty. In this conference we are offering up a form of philanthropy that encourages strong community engagement, supports more reflection on our society's racial and cultural diversity and promotes a belief that philanthropy is a collective act that can bring about real change within communities.

We live in a time where collective giving and social networking for social change is on the decline. The sponsors of this conference envision a gathering that provides hope and renews the spirits of individuals, groups, and organizations seeking to make some kind of difference in the neighborhoods, communities, and cities where they live. We hope that each of you will use this conference to share lessons, insights, and perspectives about your community-focused work.

We appreciate your participation, your voice and experiences are key ingredients to making this event a success. At the Community Investment Network we believe that each of us has the power to be instruments of change in our communities and we hope that you will leave this conference better equipped with strategies to become change agents in your communities!

*Conference Planning Committee  
Community Investment Network*

## THE COMMUNITY INVESTMENT NETWORK “Inspiring People to Give by Design”

### HISTORY»

The Community Investment Network was organized by HindSight Consulting, Inc. with investment from the Ford Foundation. HindSight Consulting, Inc. mastered the concept of organizing individuals to maximize the time, talent, and treasure of young African Americans in an effort to help address issues of race and equity in their communities. Based on this vision, multiple giving circles were engineered to corral the untapped skills and resources of young African Americans in the South.

In 2004, HindSight Consulting, Inc. partnered with some dynamic young African American leaders to establish two giving circles in the American South: the Next Generation of African American Philanthropists (Raleigh, NC) and the Birmingham Change Fund (Birmingham, AL). Originally the network launched in early 2004 as a vehicle to connect these two giving circles together. Since its initial conception, two additional giving circles have joined the network; the New Mountain Climbers Fund (Christiansburg, VA) and the Zawadi Fund (New Orleans, LA). By the end of 2006, the network could potentially grow to include four additional circles.

### MISSION»

The Community Investment was established to enhance the capacity of organized groups of concerned citizens engaged in collective giving of time, talent, and treasure to impel greater social change in their communities. The primary goal of this network is to promote strategic collective giving and community problem solving.

The Community Investment Network fulfills its mission by:

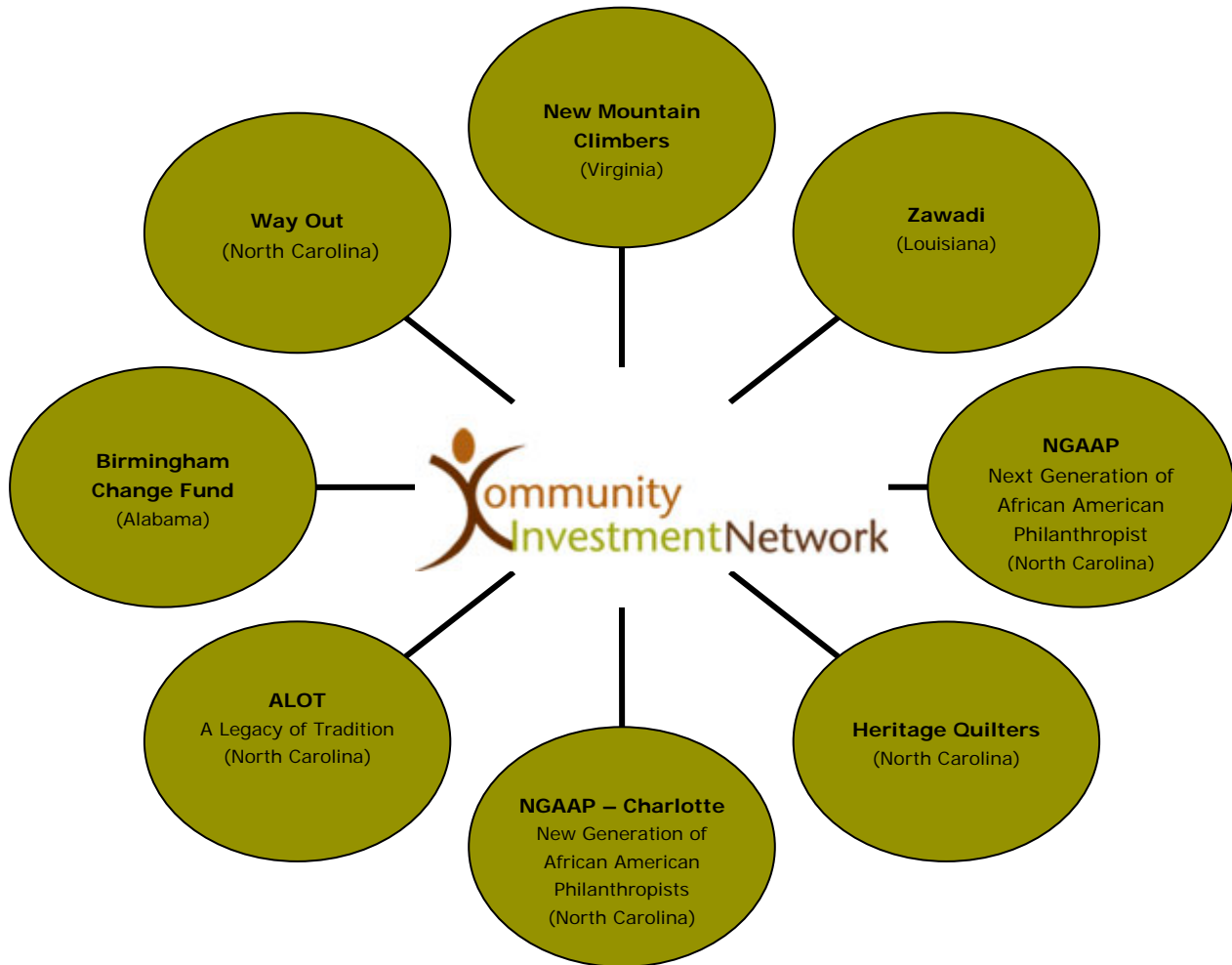
- Demystifying institutional philanthropy for individuals, organizations and community groups
- Creating a learning space for participants to reflect on the history of giving, share ideas and strategies of success and identify opportunities to give back (civic engagement)
- Broadening the “concerned citizen’s” understanding of the nonprofit and community-based sector especially around public policy and social justice issues
- Providing tools for long term sustainability and viability of collective giving (time, talent & treasure)

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.

Each of us has the power to be instruments of change in our communities.

## COMMUNITY INVESTMENT NETWORK DIAGRAM

How we all work together



**AGENDA**

**Friday, October 6**

Time	Location	Activity	Workshop Title
3:00pm 6:00pm	Hotel Lobby	Registration	
6:00pm 7:30pm	Gallery	Opening Reception	Welcome & Remarks, <b>Darryl Lester</b> Founder, HindSight Consulting, Inc.

**Saturday, October 7**

Time	Location	Activity	Workshop Title
8:00am 9:15am	Hannover I	Opening Plenary Breakfast	Keynote Address, <b>Linetta Gilbert</b> Senior Program Officer, The Ford Foundation
9:15am 9:30am	Break		
9:30am 10:45am	Capital	Workshop #1	<b>Planned Giving: It's better to Give, then Receive</b> Linsey Mills – Mills Foundation Rashid Williams – Smart Tax Choice
9:30am 10:45am	Governors I	Workshop #2	<b>Giving Circles 101: From Concept to Creation</b> Danielle Hicks – New Ventures in Philanthropy Darryl Lester – HindSight Consulting, Inc.
9:30am 10:45am	Governors II	Workshop #3	<b>Questions of Purpose: Defining your Strategic Roadmap</b> Quinton Baker – QE Baker Associates
10:45am 11:00am	Break		
11:00am 12:15pm	Capital	Workshop #1	<b>Giving Circle or Personal Giving: Identifying a Host Organization</b> Moderator, Beverley Francis – Triangle Community Foundation Dr. JT "Dock" Houk – National Heritage Foundation Erica Hunt – Twenty-First Century Foundation Carrie Gray – N.C. Community Foundation
11:00am 12:15pm	Governors I	Workshop #2	<b>Fundraising: An Art or Science?</b> Moderator, Ruth Peebles – INS Group Allan Burrows – Capital Development Strategies Joyce Mitchell – Planned Parenthood of Orange and Durham County Pam Pompey – Grassroots Leadership, Inc. & The Ujamaa Project
11:00am 12:15pm	Governors II	Workshop #3	<b>Building Authentic Relationships: Philanthropic Strategies in Low Wealth Communities</b> Moderator, Omisade Burney Scott – Ananse Consulting Bernie Mazyck – S.C. Association of Community Development Corporations Abdul Rasheed – N.C. Community Development Initiative Tina Morris Anderson – Research & Policy Division, N.C. Dept. of Labor
12:15pm 2:00pm	Hannover I	Lunch Plenary	Keynote Address, <b>Ambassador James A. Joseph</b> Chair, Louisiana Recovery Foundation Director, U.S.- Southern Africa Center for Leadership and Public Values - Duke University

2006 Community Investment Network Conference

**Saturday, October 7**

<b>Time</b>	<b>Location</b>	<b>Activity</b>	<b>Workshop Title</b>
2:00pm 2:15pm	Break		
2:15pm 3:30pm	Capital	Workshop #1	<b>The Church: Encouraging Stewardship and Giving in the Broader Community</b> Moderator, Mark Constantine – Author, “Travelers on the Journey: Pastors talk about their lives and commitments” Reverend Lawrence Wofford – The Democracy Project Steve Lewis – Fund for Theological Education Renee Bradford – Y.M.C.A. of Charlotte
2:15pm 3:30pm	Governors I	Workshop #2	<b>Strategic Grantmaking: Community Problem-Solving &amp; Creative Grantmaking</b> Moderator, Micheline Malson Felicia Jones – Black Belt Community Foundation Dan Moore – NC Gives Linetta Gilbert – The Ford Foundation
2:15pm 3:30pm	Governors II	Workshop #3	<b>Giving Circles 101: From Concept to Creation</b> Danielle Hicks – New Ventures in Philanthropy Darryl Lester – HindSight Consulting, Inc.
3:30pm 3:45pm	Break		
3:45pm 5:15pm	Gov I & II	Town Hall	<b>Town Hall Meeting on Community Philanthropy “Giving Circles: Organized Civic Engagement and Collective Giving”</b> Moderator, Darryl Lester – HindSight Consulting, Inc. Athán Lindsay – Next Generation of African American Philanthropists Charles Lewis – Birmingham Change Fund Christine Jordan – Zawadi Penny Franklin – New Mountain Climbers Cynthia Williams – Sistuhs Fund
5:15pm 6:30pm	Gov I & II	Mixer	
5:15pm 6:30pm	TBD	Individual Giving Circle Photos	

**Sunday, October 8**

<b>Time</b>	<b>Location</b>	<b>Activity</b>	<b>Workshop Title</b>
8:30am 10:00am	Hannover II & III	Closing Breakfast	The Circle: Affirmations & Aspirations, <b>Kanyere Eaton</b> <b>Executive Director, The Sister Fund</b>
10:00am 11:30am	Hannover III	CIN Membership Meeting	

## SESSION DESCRIPTIONS

**Giving Circles 101: From Concept to Creation**  
**Danielle Hicks – New Ventures in Philanthropy**  
**Darryl Lester – HindSight Consulting, Inc.**

Are you thinking about creating a giving circle amongst your friends or colleagues? If you are, this session will provide you with some of the roadmaps and tools on how to organize a giving circle.

Throughout history, passionate individuals have joined together to make life better in their communities. Today, thousands of “concerned citizens” have pooled their time, talent, and treasure to create giving circles and they have been gaining visibility across the country.

This session will look at the present day trends of giving circles by fitting them into the context of today’s philanthropic landscape and how circles build on the history of pooling intellectual as well as financial capital. This session is designed to engender discussion on the emergence of community philanthropy that engages and affirms the assets of local people to become civically engaged beyond mere words. Through the process of collective philanthropy, equity is fostered in an environment where risks and rewards are shared between institutional philanthropists and community philanthropists. Participants will look at various models for giving circles.

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**Planned Giving: It’s better to Give, then Receive**  
**Linsey Mills – Mills Foundation**  
**Rashid Williams – Smart Tax Choice**

What are your planned giving options? How can you build a legacy for your family and community? If these are questions you have considered or didn’t even know to ask, then this session will provide you with the information you need to know regarding planned giving. You will learn about: Investments, Insurance, & Taxes; Endowments & Scholarships; Company Matching Gift Funds; Donor Advised Funds; and Public vs. Private Foundations.

Create your own legacy or change your family’s legacy by learning how to leverage and pass on your influence, money and assets from generation to generation using the various tools of philanthropy.

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**Building Authentic Relationships: Philanthropic Strategies in Low Wealth Communities**  
**Moderator, Omisade Burney Scott – Ananse Consulting**  
**Bernie Mazyck – S.C. Association of Community Development Corporations**  
**Abdul Rasheed – N.C. Community Development Initiative**  
**Tina Morris Anderson – Research & Division, N.C. Dept. of Labor**

There is an ever growing divide within African American communities and other communities of color between those people who are on the margins of poverty and social isolation and those who have successfully moved beyond these margins. Often charitable efforts to ameliorate these conditions and bridge this divide are short-sighted and become forms of “dysfunctional rescue” that do not result in any lasting impact or change for

families and communities. This session will examine how this divide can be bridged through community philanthropy that is grounded in community and linked to community-based organizations and other initiatives that aim to move families up and out of poverty.

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**The Church: Encouraging Stewardship and Giving in the Broader Community**  
**Moderator, Mark Constantine – Author, “Travelers on the Journey: Pastors talk about their lives and commitments”**  
**Reverend Lawrence Wofford – The Democracy Project**  
**Steve Lewis – Fund for Theological Education**  
**Renee Bradford – Y.M.C.A. of Charlotte**

Churches and other faith-based institutions have traditionally served as the primary vehicle for individuals to practice the giving of their time, talent, and treasure. This session offers a new perspective on stewardship and will explore the specific strategies that encourage people of faith and congregations to engage and invest their resources beyond the “church pews,” and into the broader community to address social and economic inequities.

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**Strategic Grantmaking: Community Problem-Solving & Creative Grantmaking**  
**Moderator, Micheline Malson, Family Matters**  
**Felicia Jones – Black Belt Community Foundation**  
**Dan Moore – NC Gives**  
**Linetta Gilbert – The Ford Foundation**

Solutions to our society’s most complex problems require an approach that is grounded in some analysis, accompanied by a strategy for a particular community problem and immersed with creativity that carries a vision of what is and what could be. In this session, the panelists are from various grantmaking organizations. They will offer their insights on how to strike the balance between being strategic and creative in the grantmaking process and to use approaches that lead to the mobilization of time, talent, and treasure to address community-problems.

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**Town Hall Meeting on Community Philanthropy**  
**“Giving Circles: Organized Civic Engagement and Collective Giving”**  
**Moderator, Darryl Lester – HindSight Consulting, Inc.**  
**Athan Lindsay – Next Generation of African American Philanthropists**  
**Charles Lewis – Birmingham Change Fund**  
**Christine Jordan – Zawadi of New Orleans**  
**Penny Franklin – New Mountain Climbers**  
**Cynthia Williams – Sistuhs Fund**

Giving circles stem from a long tradition in the Black community of pooling resources together in a collective effort to make a greater impact. This session will look at the present trend of giving circles by fitting it into the context of today’s philanthropic landscape and how it builds on the history of “giving back” and pooling dollars. The session will include an overview of the current phenomenon of giving circles, including, but not limited to those of African Americans. Panelists who are current members/donors of giving circles will share aspects of the development of their giving circles. They will also share lessons learned on their journey of starting and sustaining their giving circles and will take questions from participants.

**Questions of Purpose: Defining Your Strategic Roadmap**  
**Quinton Baker – QE Baker Associates**

Every community needs a roadmap for change. Instead of bridges, avenues and freeways, this map should illustrate destinations of progress and the routes to travel on the way to achieving progress. The map should also provide commentary about assumptions, such as the final destination, the context for the map, the processes to engage in during the journey and the belief system that underlies the importance of traveling in a particular way. This type of map is called a “theory of change.”

Mission statements are usually very broad, because they need to be succinct. They typically express the overall philosophy of a project and its purpose. But they do NOT explain how to get where you want to go: they are not a roadmap. Participants will be engaged in a conversation about “theories of change” to assist them in developing a roadmap for their organization, community group, or giving circle.

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**Fundraising: An Art or Science**  
**Moderator, Ruth Peebles**  
**Allan Burrows – Capital Development Services**  
**Joyce Mitchell – Planned Parenthood of Orange and Durham Counties**  
**Pam Pompey – Grassroots Leadership, Inc & The Ujamaa Project**

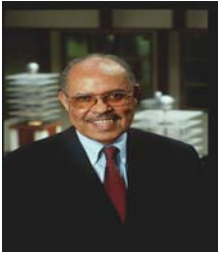
Is there a detailed and comprehensive plan for your fundraising efforts? What *are* the core elements of a strategic fundraising plan? Whether you are seeking contributions for annual operations, endowment fund, capital improvements, or to fund special programs and projects, those singular efforts must be made up of a number of key elements. Fundraising can seem like a daunting prospect, but with careful planning and a touch of ingenuity and confidence you can ensure success. Our panel of seasoned fundraising professionals will explore the core competencies that can be applied to any fundraising endeavor and demystify what it takes to secure resources in the context of our current giving landscape.

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**Giving Circle or Personal Giving: Identifying a Host Organization**  
**Moderator, Beverley Francis – Triangle Community Foundation**  
**Dr. JT “Dock” Houk – National Heritage Foundation**  
**Erica Hunt – Twenty-First Century Foundation**  
**Carrie Gray – North Carolina Community Foundation**

At some point in your plan of giving, you will need to decide where to store your charitable funds until you are ready to make a grant. You will need to identify a financial host who can hold the money, and ideally provide some tax benefit. Whether you are a part of a giving circle or developing your own giving plan, there are a variety of options that are available to you. Some choices include your local community foundation, women funds or other philanthropic and nonprofit organizations. This session will help to differentiate your options and compare the services of each so that you can make an educated selection based on your needs and requirements. Our team of panelists will help participants demystify these tools utilized in the world of institutional philanthropy.

## CONFERENCE PRESENTERS



**Ambassador James A. Joseph** is Professor of the Practice of Public Policy Studies 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 has served four U.S. Presidents. In 1995, he was nominated by President Bill Clinton and confirmed by the United States Senate as the U.S. Ambassador to South Africa. He was the first and only U. S. Ambassador to present his credentials to President Nelson Mandela. In 1999, President Thabo Mbeki awarded him the Order of Good Hope, the highest honor the Republic of South Africa bestows on a

citizen of another country.

From 1977 – 1981, Ambassador Joseph served as the Under Secretary of the Department of Interior under President Jimmy Carter. President Reagan appointed him a member of the Advisory Committee to the Agency for International Development and the first President Bush appointed him an incorporating director of the Points of Light Foundation and a member of the Board of Advisors on Historically Black Colleges. President Clinton appointed him the first Chairman of the Board of Directors of the Corporation for National Service.

Ambassador Joseph, who is Chairman of the Board of Directors of the Louisiana Disaster Recovery Foundation created by Governor Blanco, was recently honored by his home state as a Louisiana Legend. The award goes to Louisiana natives who have distinguished themselves in music, art, theater, literature and politics. He has also 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. He served as a Vice President of Cummins Engine Company and President of the Cummins Engine Foundation from 1971-1976. An ordained minister, he has taught at Yale Divinity School and the Claremont Colleges where he was also University Chaplain. In 1985, he was a Distinguished Visitor at Nuffield College at Oxford University and serves presently as an Honorary Professor and a member of the Board of Advisors at the Graduate School of Business at the University of Cape Town.

After graduating from Southern University and Yale, Ambassador Joseph began his career at Stillman College in Tuscaloosa, Alabama, where he helped organize the local civil rights movement in 1963. 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 *The Changing Role of Ethics in Public Life* is near completion. 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.

Ambassador Joseph has served on the Board of Directors of the Brookings Institution, the National Endowment for Democracy, Africare, and the Children's Defense Fund. He serves presently as Chairman of the Board of Directors of the NHP Foundation and MDC. He is a director of the Management and Training Corporation and serves on the Board of Advisors of the Kenan Institute for Ethics at Duke University, the School of Public Health at Johns Hopkins University and the Leadership Center at Morehouse College. He is also a member of the Council on Foreign Relations and the National Academy for Public Administration. He is married to the former Mary Braxton, an Emmy Award winning television journalist.



**Linetta J. Gilbert** is well-known and highly regarded in the community development field and the community philanthropy worlds. For ten years she worked as a program officer at the Greater New Orleans Foundation (GNOF), and from 1995 to 2001 she served as Vice President for Programs. 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 has played a leadership role in community development, both in advancing faith-based community work and in her role as a board member for the Neighborhood Funders Group, where among other accomplishments she was instrumental in launching the Rural Funders Working Group as well as the National Rural Funders Collaborative. She served for one year as a Lead Consultant to the Annie E. Casey Foundation's Neighborhood Transformation "Making Connections" Initiative. Ms. Gilbert has been an active member of several national philanthropy and affinity groups - Neighborhood Funders Group (Board member), Association of Black Foundation Executives, Grantmakers for Children/Families and Youth, Black Church and Philanthropy (Board member) - and currently serves in leadership capacities with the Association of Black Foundation Executives and the Neighborhood Funders Group.

Ms. Gilbert is currently working as a Program Officer in the Community and Resource Development Unit at the Ford Foundation in New York. In this role, she leads 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.

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**Kanyere Eaton** is Executive Director of The Sister Fund, a small, private foundation dedicated to the economic, social, political and spiritual empowerment of women and girls. With the express purpose of bringing women to voice, The Sister Fund has sponsored programs specifically designed for African American female executives, feminist theologians and women whose non-profit work supports fullness of life for women and girls.

Last year, her contributions as a grant maker were recognized by the Women's Funding Network, from which she received the *Changing the Face of Philanthropy* award. In the same month, the Association of Black Foundation Executives presented her with the *Emerging Leader in Philanthropy* award.

Kanyere has worked in both the public and private sectors as a social service professional, with backgrounds in early childhood education, substance abuse, direct service management and hunger prevention. As a minister and social worker, she emphasizes the inextricable correlation between the transformation of our communities and the holistic well-being of each member.

Embracing the important work of helping to build meaningful linkages between theology and community, she previously served as Director of Social Services at The Riverside Church in New York City. There, she assisted with the development and implementation of numerous programs designed to meet the needs of Riverside's economically disadvantaged neighbors including a food pantry designed like a grocery store, a clothing ministry, a thrift shop and a shower project for homeless and at-risk families.

Currently pursuing a Doctorate in Ministry degree from the San Francisco Theological Seminary, Reverend Eaton holds a Bachelor of Science degree from Cornell University; a Master of Divinity degree from Union Theological Seminary and a Master of Science and Social Work degree from Columbia University. Ordained in 1991, she is an Associate Minister at the Redeemed Church of Jesus Christ in Mt. Vernon, New York.

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**Darryl Lester** is the President and Founder of HindSight Consulting, Incorporated located in Raleigh, North Carolina. HindSight Consulting's mission is to ***Inspire New Philanthropy to Build Equitable communities***. HindSight seeks to achieve its mission through assisting individuals, families, organizations, and community groups to maximize their **TIME, TALENT, and TREASURE** in order to build healthy communities by design and not out of crisis.

Darryl's professional experience includes Director of Community Leadership and Program Director at the Triangle Community Foundation; Program Director for 4-H Youth Development at North Carolina State University; Program Director at North Carolina Public Allies; Assistant Dean at UNC-Chapel Hill in the College of Arts & Sciences; Assistant Coordinator of African American Student Affairs at NC State University and Counselor at Shaw University.

Darryl's community and civic involvement includes former Trustee for the Warner Foundation in Durham, NC; Board member for the Fund of Southern Communities in Atlanta, Ga; Founder of Bridge Builders; a mentoring and coaching program for school age African American males. Darryl is also a graduate of the 1996 class of Leadership Triangle and the 2000 inaugural class of the Hull Leadership Program for the foundation executives sponsored by the Southern Council of Foundations.

Darryl's formal education includes a Bachelor of Arts in Economics & Finance from Wofford College in Spartanburg, South Carolina and a Master of Education in Counseling and Psychology from North Carolina State University. He also studied abroad in Lome, Togo and Ghana, West Africa. Most recently he spent some time in South Africa understanding community philanthropy.

Darryl is married to Dionne Claybrook Lester and they have one child, Danielle Nia Lester who is five.



**Allan Burrows** joined Capital Development Services in 1994 and was named President of the company in January of 2006. As president, Allan manages the company's marketing, operations, and campaign divisions.

In his 20+ years of fundraising experience, Allan has directly managed dozens of successful capital and endowment campaigns. In addition, he has served as supervisor for hundreds of capital and endowment campaigns throughout the Southeast for various clientele to include cultural, environmental, educational, social, religious, health and human services, and economic development agencies and has weathered some of the toughest economic climates for fundraising.

Allan's experience in working with leadership, major gift solicitation and development for hundreds of nonprofits provides him with a comprehensive understanding of the many aspects of fundraising, including estate planning, board development, organizational strategic planning, and capital campaigns. A North Carolina native, Allan and his wife, Laura have two children, Ben and Parker and reside in Winston-Salem, North Carolina.

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**Beverley Francis** is currently the Director of Philanthropic Services at the Triangle Community Foundation. Beverley coordinates the Donor Education program at the Foundation by organizing opportunities to bring donors together to address their interests in creative and significant ways. She manages the Philanthropic Services and Grantmaking program of the foundation. Beverley has been with the Foundation for eight years.

She is a frequent presenter on the topics of philanthropy, African American philanthropy and the work of the community foundation at local, regional, and national conferences. She has received several community service awards and is involved in numerous organizations in the Triangle.

She holds a M.A. in Community and Industrial Counseling and a B.A. in Public Relations from Eastern Kentucky University. Ms. Francis is a founding member/donor of the Next Generation of African American Philanthropists, a giving circle located in the Triangle area of North Carolina. She is also a member of the Association of Black Foundation Executives and Grantmakers for Effective Organizations.

Ms. Francis is the mother of three girls: Djarta (21), Aria (16), and Gabrielle (8). She is a native of St. Thomas, Virgin Islands but currently resides in Durham, North Carolina.

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**Renee L. Bradford** is Founder of Purpose Destiny Mission. Ms. Bradford is an ordained minister who holds a Master of Divinity from United Theological Seminary in Dayton, Ohio and a BA in Business Administration from Central State University in Wilberforce, Ohio. Currently serves as a leader of the Economic Development Ministry of Greater Salem Church in Charlotte, North Carolina. Her passion is inspiring others to pursue God to manifest purpose and destiny in their lives. She is married to her college

sweetheart, Lovell A. Bradford. Together, they have three children – FaJhenee, Lovell "Skip", Jr., and Seth.



One of the most respected men in the financial industry is "Dock" Houk, currently CEO of The National Heritage Foundation (NHF). The NHF, which he began in 1968, has brought all the advantages of a public foundation to family donors. He is a pioneer and originator in the field of fund raising for charities, which he calls, "Philanthropic Marketing."

**Dr. J. T. Houk**, whom everyone calls "Dock," is a graduate of Phillips Academy, Andover; Brown University; University of Economics, Helsinki (Fulbright) - MBA; LaSalle University – JD; and American University - Ph.D. He was born in Dayton Ohio, and when his dad built a plywood manufacturing plant in Georgia, the family moved to Sea Island, Georgia where he grew up.

Dock is the CEO of the National Heritage Foundation. In 1969, he started America's first mutual fund with a social conscience, the Vantage Ten Ninety Fund that placed ten percent of its investments in the less developed countries for food production. This was called, by NBC TV, "The conscience of capitalism." Houk is acknowledged for originating the "social investment movement" and he founded the Social Investment Council.

Dock truly lives his role as charitable entrepreneur, having given away his total assets to charity. This dynamic executive accepts an annual salary of \$12,000 from NHF for his 80-hour work week and he still can give away \$1,000 per month to charitable and family concerns. Through Dock's vision, the National Heritage Foundation has established more than 9,000 projects that will ultimately deliver more than \$5 billion for varied philanthropic purposes.

Dock has written nine books including an award-winning text in Basic Economics, technical books on Development Banking (translated into Spanish), books on tennis, and his most recent, "To Give is to Live," and "The Haymaker."

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**Erica Hunt** is the President of the Twenty-First Century Foundation (21CF), a leading Black endowed grantmaking foundation. Founded by Robert S. Browne, the Foundation's mission is to advance strategic giving for Black community change. Since its inception, the Foundation has supported more than 500 organizations nationally that focus on leadership development, economic empowerment and social justice in Black communities. In the last year, 21CF has provided more than one million dollars for community support. During Ms. Hunt's tenure, 21CF has sought

to strengthen Black giving and community-based philanthropy through donor education; grant-making through donor-advised funds and special national initiatives; and applied research to document trends in Black philanthropy and community impact.

Examples of the Foundation's research include *Time, Talent, and Treasure – A Study of Black Philanthropy*, which documented more than \$190 million in charitable giving through high networth individuals, Black civic and professional associations, and foundations. In addition, in 2005 21CF commissioned research from Boston College Center on Wealth and Philanthropy. Titled *The Intergenerational Wealth Transfer among African American Households*, the study forecasts a total amount of wealth to be transferred from African American households via estates from 2001-2055 in the range of \$1.1 - \$3.4 trillion dollars to faith based and nonprofit organizations.



**Mark Constantine** serves as a consultant to foundations and nonprofit organizations on issues related to governance, organizational learning, strategic design, evaluation and documentation. His clients have included CFED, Ford Foundation, Foundation for the Mid South, Fund for Theological Education, Jessie Ball duPont Fund, Lilly Endowment, Robert Wood Johnson Foundation, and Southern Education Foundation. In January 2005, the Jessie Ball duPont Fund appointed him the organization's first Senior Fellow.

Constantine is author of *Travelers on the Journey: Pastors Talk about Their Lives and Commitments* (William B. Eerdmans Publishing Company, 2005), *Where Hope and History Rhyme: Reflections and Findings from the Mid South Commission to Build Philanthropy* (2005), *Taking a Public Stand: Exploring the Connections between Religious Organizations and Community Philanthropy* (2004), *Investing in Our Future: A Southern Perspective* (1998), and *Taking Action and Seeking Justice: Five Approaches to Religious Grantmaking* (1994). With funding from the Ford Foundation, Mr. Constantine is currently completing a second book focusing on leaders in organized philanthropy who have worked to promote equity and address issues of poverty and racism.

He holds a Master of Business Administration degree from the Fuqua School of Business and a Master of Theological Studies degree from Duke Divinity School. He is a 2006/2007 Fellow of the Emerging Leaders Program directed by the Centres for Leadership at Public Values at the University of Cape Town and Duke University. Mr. Constantine is married to Tracy Constantine and has an eight-year-old son, Noah.

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**Stephen Lewis** works for the Fund for Theological Education as a Regional Director for an initiative that focuses on helping congregations to cultivate future church leaders. He has been working with emerging and seasoned pastoral leaders in the field of vocation and leadership development for the past five years. As an ordained Baptist minister and former banker, Stephen has begun to leverage the wisdom gained from working in non-profit organizations, serving congregations, and participating in leadership development programs while working for Fortune 500 corporations to equip emerging African American pastors with the capacity to build strong

congregations and healthy communities. He holds a bachelor's degree in Finance from the University of North Carolina at Charlotte and a Master of Divinity from Duke University.

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**Bernie Mazyck** currently serves as the President and CEO of the South Carolina Association of Community Development Corporations.

Bernie made this move after serving as staff for the N.E.W. (Neighborhoods Energized to Win) Fund. The N.E.W. Fund was established by the Community Foundation Serving Coastal South Carolina to empower low-income residents to effect change in their own community through neighborhood organizations.

In his role as Director of The N.E.W. Fund, Bernie assisted neighborhood leaders in the establishment of the first local resident-controlled community development corporation in the Charleston area, (the Charleston Area Community Development Corporation, Inc.) Prior to joining the staff of The N.E.W. Fund, Bernie served as Vice President of Community Development of the Charleston Metro Chamber of Commerce and a Program Manager in the Employment and Training Department of the City of Charlotte, North Carolina.

A life long resident of Summerville, South Carolina, Bernie is a graduate of Charleston Southern University, and also a board member of the Historic Charleston Foundation, College of Charleston Foundation, Charleston Southern University Alumni Association, the Southern Rural Development Initiative, the Federal Reserve Bank of Richmond's Community Development Advisory Council, and the Federal Home Loan Bank of Atlanta Advisory Council.

Bernie received the Order of the Silver Crescent from Governor Mark Sanford. The Order is the highest honor given to a citizen of South Carolina for community service.

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**Dan E. Moore** helps people and organizations increase their capacity to achieve their goals, especially through strategic giving and fund raising. He is currently senior consultant to NCGives, an innovative new initiative to celebrate and inspire giving in North Carolina, particularly among young people, women, and communities of color. All of this work draws upon his almost 20 years at the Kellogg Foundation in Battle Creek, Michigan.

During that time he served in a variety of roles. As Vice President for Programs, he provided administrative and programmatic leadership to the following areas: philanthropy and volunteerism, Latin American and Caribbean programming, food systems and rural development, information and communications technology, leadership grant making, the Kellogg National Leadership Program, and the Kellogg International Leadership Program.

Before going to Kellogg, Dr. Moore was a faculty member at Cornell University, Pennsylvania State University, and the University of Wisconsin-Madison where his research, teaching, and extension focused on community change and leadership development. He has been a visiting distinguished professor at the Universidad Autonoma de Guadalajara in Mexico, a fellow and faculty member at the Salzburg Seminar in Austria, a research fellow of the Organization of American States, and a resident consultant on issues of technology diffusion in EMBRAPA, the Brazilian Organization for Agricultural Research. He is a fellow of the American Association for the Advancement of Science and serves on several nonprofit boards. His bachelor's degree is from The Ohio State University, Columbus. His master's and Ph.D. degrees in sociology were earned at the University of Wisconsin, Madison.

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**Omisade Burney-Scott** is a native of New Bern, North Carolina as well as a 1989 graduate of the University of North Carolina at Chapel Hill. She is the Principal for Ananse Consulting which provides organizational capacity building, coaching, program development, and board development to non profit organizations. Ananse Consulting also partners with philanthropic organizations to foster leadership, community-based philanthropy initiatives, and training and development for emerging

leaders. Omisade sees herself as an "Organizational Belayer" or "one who secures the rope, enabling the climber (individuals and organizations) to ascend safely to new heights".

Prior to becoming an independent consultant, Omisade worked in organized philanthropy as a Program Director with the Warner Foundation, a small private family foundation and as the Program Director for Public Allies North Carolina, an AmeriCorps leadership development program. She has been a participant in the People's Institute for Survival and Beyond Undoing Racism workshop, VISIONS, Inc. multicultural training, as well as the YWCA's Race Study Circles. She is a member of the 99-01 class of the Wildacres Leadership Initiative William C. Friday Fellows for Human Relations as well as a 2003 Southeastern Council on Foundation's Hull Leadership Fellow. The Hull Fellowship, much like the statewide effort of the Friday Fellows program, focuses on servant leadership, race and difference, questions of

integrity and ethics, albeit in the context of philanthropy in the Southeast. Omisade was a founding member of a Triangle Area African American Giving Circle called NGAAP, The Next Generation of African American Philanthropist, which directly addresses the “supply/demand” paradigm inherent in philanthropy that is connected to issues of power and privilege.

Omisade resides in Durham with her wonderful partner Michael and her amazing son Che.

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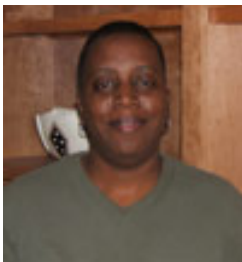


**Ms. Cynthia Williams** is founder and President of Austin Peoples Action Center (APAC), a multi-social service agency incorporated in May 1980 and located on Chicago’s West Side. As a young adult, she was gifted with a vision to help people gain resources to improve their lives. Using only \$500 obtained from a rummage sale, she has fought to move the organization forward to fulfill its mission and achieve her dreams for the organization’s success. APAC became the vehicle to deliver the basic needs of the community through nutrition, medical care, education, supportive housing and access to job opportunities.

Cynthia Williams is President and Owner of Sistuhs & Associates, a female-owned consulting company that assists women in business development. Ms. Williams is also President of “Sistuhs on the Move,” a seven-fleet trucking company that specializes in excavation work, hauling debris as well as other trucking services.

In 1992, Ms. Williams was presented the Chicago Community Trust Fellowship award. Other awards included the 1992-Outstanding African American Woman in Chicago; 1997-Outstanding Black Achiever Award; 1998 Harold Washington Bridge Maker Award; 1999-Entrepreneur of the Year for Outstanding & Dedicated Services; 1999-Pinnacle Woman of the Year for being a role model in the fields of business and community service; and 2002-Grass Roots Award for Outstanding Community Service. 2004 Mahogany Heritage Award, 2004 Outstanding Community Service Award from the Westside Minister’s Coalition, 2006 Zeta Phi Beta (Tau Psi Zeta Chapter) Woman of the Year Award, and the 2006 State Farm Phenomenal Woman Award in Philanthropy.

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**Pam Pompey** is the creator and team leader of the project Ujamaa: Building African American Philanthropists and Fundraisers. As the author of the Ujamaa workbook, she is committed to working with individuals, grassroots organizations and southern community groups to help build a sustainable base of philanthropic constituents who support positive social change work within the grassroots movement.

Pam considers herself to be a “philanthropist from the hood” and has been rooted in the social justice movement since her childhood. After retiring from advertising services at the Charlotte Observer Newspaper in 1999, Pam focused her attention on independent filmmaking and volunteered her time to the development of her childhood community center and neighborhood board association. She is a versatile writer and thrives off creativity. Pam was the team leader and the head producer of several gay and lesbian community media projects (OutMedia) which emphasized and utilized community volunteerism and peer training. Under her leadership, OutMedia produced products such as an LGBT video news program and the south’s first gay and lesbian soap opera.

Pam became a development associate for Grassroots Leadership in 1997 and moved into the role of Director of Grassroots Fundraising in 2002. She is a board member of the National Network of Grantmakers (NNG) and co-chair of NNG's 2006 annual conference. She is a former board member of OutCharlotte and the Grassroots Institute of Fundraising Training (GIFT). As a notable fundraising trainer, facilitator, and donor, Pam has offered her time, skills, and support to organizations such as the Young Donors Organizing Alliance, Emerging Practitioners in Philanthropy, Resource Generation and a host of other local and regional groups.

Pam Pompey lives in Charlotte, North Carolina with her 19 year old son and is surrounded and supported by a large family. When asked, what type of work does she do for a living? Her reply is, "I raise the funds, to support the work that helped raise me up."

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**Charles Edward Lewis Jr.** is a native of Flint, Michigan. After receiving his high school diploma he attended Auburn University obtained a bachelors degree in Civil Engineering. Mr. Lewis interned with Brassfield & Gorrie General Contractors in conjunction with INROADS/Birmingham throughout college.

Currently Charles is a Design Lead Engineer for Southern Company Services in Birmingham and provides support for plants in Alabama, Florida, Georgia, and Mississippi. His is the lead civil design engineer for a \$1 billion retrofit to one of the largest power plants in the United States. Charles is a registered professional engineer in the state of Alabama.

Mr. Lewis is involved in the community where he is a strong role model for future generations. He has shown this through his involvement with organizations such as United Way of Central Alabama, the March of Dimes, Junior Achievement, INROADS, National Society of Black Engineers, Future Engineers of America and many other community organizations.

Charles is chairman and founding member of the Birmingham Change Fund whose mission is to "is to identify, cultivate, and raise resources that improve the quality of life for African Americans living in the Birmingham region." With over 25+ members, the Birmingham Change Fund has worked to make Birmingham a better place by using organized philanthropy its vehicle. The group strives to be "a patch in the fabric of positive change." The Birmingham Change Fund is an original member organization in the Community Investment Network.

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**Christine L. Jordan** is a senior analyst at Entergy Services, Inc. She has worked in the field of corporate social responsibility since 2000. She is the president of Zawadi giving circle, as well as a member of the Association of Black Foundation Executives, the African American Philanthropy Advisory Board, and the Corporate Group (local funders in Greater New Orleans. Ms. Jordan earned a Bachelor of Arts in Communications from Florida State University and a Master of Fine Arts in Film and Video Production from Northwestern University in Illinois. She currently lives in New Orleans with her husband and son.



**Quinton Baker** is the principal consultant with QE Baker Associates. His focus is on community-based and community-led organizations, public and private agencies and institutions that are committed to reaffirming an inclusive participatory democracy. Most of his work is with clients and projects that have common themes of developing and sustaining partnerships and collaborations that seek to bring together grassroots communities and community based-organizations with public agencies and institutions with the goal of enhancing the ability of people affected by problems to define the problems and their solutions.

For the past 25 years, he managed people, programs, politics, and finances. In addition, he has organized communities, facilitated organizational change and development, long range planning and team building. He has also provided training and skill-building for people and organizations seeking to develop, sustain, and evaluate partnerships and collaborations.

As an Associate Investigator for the Center for the Advancement of Collaborative Strategies in Health, Division of Public Health, New York Academy of Medicine, he is a key player in two major initiatives: Pathways to Collaboration – A Knowledge Building Workgroup and Redefining Readiness Local Demonstrations Project.

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**Joyce M. Mitchell** is Chief Development Officer at Planned Parenthood of Central North Carolina (PPCNC) in Chapel Hill, North Carolina.

Joyce has over 15 years of fundraising, teaching, and institutional advancement experience. Previous positions include; Prospect Research Analyst at North Carolina State University and Graduate Teaching Assistant and Faculty Development Liaison at North Carolina Central University. She is currently serving a three year term on the board of directors for the

Association of Fundraising Professionals International, Inc.

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**Danielle Hicks** is the Assistant Director for New Ventures in Philanthropy at the Forum of Regional Associations of Grantmakers. In this position, Danielle's major responsibilities as Assistant Director are to identify, gather and synthesize learnings of colleague organizations related to new giving, to develop new and revise existing structural frameworks for knowledge centers, and to manage conference placements of sessions to maximize New Ventures visibility. The topics of racial, ethnic, and tribal philanthropy and rural

philanthropy are a particular focus areas of her work. Prior to joining the Forum, Danielle held a variety of administrative positions and worked in advertising and graphic layout for *The Washington Times*. Danielle received her B.A. in English from Douglass College, Rutgers University.

Danielle is currently a volunteer and former board member of the Washington, DC network of Blacks in philanthropy, the Black Philanthropic Alliance, and the national affinity group Emerging Practitioners in Philanthropy (EPIP), a national organization designed to support and strengthen the next generation of grantmakers in order to advance effective social justice philanthropy. Danielle also volunteers as a Girl Scout leader for a multi-level troop in Northern Virginia.

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**Athan Lindsay** is devoted to finding ways to position communities of color to use their collective resources and philanthropy to build healthy communities. He is a founding member of the Next Generation of African American Philanthropists, a giving circle based in the Triangle region of NC. Currently Mr. Lindsay works with the National Rural Funders Collaborative to increase and leverage long-term community investments in rural American.

Mr. Lindsay is a community organizer, community philanthropist, and concerned citizen interested in broadening civic participation in the decision-making process to solve complex community problems.

Athan's commitment to these issues has become an extension of his life, that he created and seeded The Lindsay Legacy Fund to direct his personal philanthropy towards efforts that provide opportunities for individuals and communities to improve their economic and educational opportunities. The Lindsay Legacy Fund has become the tool by which Athan provides his "reasonable service to others" and participates as a concerned citizen who cares about the world in which he lives.

Mr. Lindsay has an extensive career in the field of philanthropy that has included serving as a program director for the Warner Foundation and helping develop the Warner Foundation's grant making programs to improve economic opportunities for disadvantaged individuals and communities in NC. He has also served as a program officer at the Mary Reynolds Babcock Foundation in Winston-Salem, NC, assisting family foundations in the implementation of four grants programs serving the southeastern United States.

He is a native of Winston-Salem, NC, and graduated from Davidson College in 1993 with a B.A. in History. 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.

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**Abdul Rasheed** is Founding President and Chief Executive Officer of the North Carolina Community Development Initiative. The Initiative, which was established in 1994, is an intermediary that channels capital (grants and loans) and provides training, technical assistance and other services to community development corporations (CDCs) in North Carolina, especially 22 high-performing CDCs. The Initiative itself has received major funding from private foundations, such as Z. Smith Reynolds and Ford, as well as the North Carolina General Assembly, financial institutions, and other private sector sources. The Initiative in partnership with local CDCs has leveraged its resources into more than \$300 million of completed local

development in its first nine years.

In addition to managing a carefully chosen and highly productive staff, Mr. Rasheed maintains relationships with investors and major constituencies, develops long-term goals, guides working capital, grant and loan decisions, creates innovative relationships with financial institutions, seeks ways the Initiative can broaden its assistance to the CDC industry, serves as a spokesman on many occasions for the industry in North Carolina, participates in conferences and collaborative efforts throughout the nation, works closely with government officials and legislative leaders, and serves on boards and as an officer of key organizations in the CDC industry.

Mr. Rasheed has proved to be particularly effective in building, brokering, and managing relationships with public and private sector stakeholders at both the state and national levels. The accomplishments of the CDC movement in North Carolina are a result, in large measure, of his successful efforts to create private-sector partnerships that have resulted in strong commitments to community economic development and significant, continuing investments in the state's low-wealth communities.

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**Carrie Gray** is a non-profit executive with fourteen years of progressive experience in the development and management of program staff and adult volunteers with responsibility for training, special events, community development, grants management, and fund development.

She currently serves as a Development Associate with the North Carolina Community Foundation.

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**Micheline Ridley Malson** has been "a grassroots Developmental psychologist" for thirty years and professional career in human development and social policy includes experience in research and evaluation, program development and management, organizational development, and advocacy and activism. For the past 10 years her work has focused on grassroots leadership development and building the capacity of community-based and faith-based organizations. As consultant to Hindsight she evaluated the development of the NGAAP and BCF giving circles and prepared a case study report for publication.

She holds degrees in psychology, child development, and human development and social policy from Howard, Tufts, and Harvard Universities respectively. She was formerly a member of the faculty of the Sanford Institute of Public Policy at Duke University, a lecturer at UNC School of Social Work, a lecturer in Human Sciences at NCCU, and director of the Minority Women's Research Program at Wellesley College Center for Research on Women.



**Tina Morris-Anderson's** professional career encompasses over 15 years of experience in the areas of public policy and community development. She has worked in the public, private and non-profit sectors, and as an independent consultant to nonprofit organizations. Her work experience includes the State of North Carolina, the North Carolina Institute of Minority Economic Development, the Office of U.S. Representative David Price, and First Citizens Bank. She currently serves as Director of Research, Policy and Planning for the North Carolina Department of Labor. Her responsibilities include oversight of 27 local IDA programs across the state that partner with the Department of Labor.

Tina received her Bachelor of Arts degree in Psychology and French from Duke University. After spending a year in France as an English teacher, she returned to Duke, where she later received a Master of Arts degree in Public Policy and a Master of Business Administration. She is currently working on her Ph.D. in Public Administration with an emphasis on nonprofits at North Carolina State University.

An active member of her community, Tina has served on the board of several nonprofit organizations. She is a member of Baptist Grove Church, and currently serves on the Board of Directors for United Arts of Wake County, the Advisory Board for Healing Place for Women, and the Committee on Administration for the Hargett Street YWCA. She is also a former member of the Wake County Board of Directors for the Triangle United Way. Last summer, she and her husband established the Dr. Jimmie V. Morris Education Fund in honor of her father.

Tina is married to Paul L. Anderson. They live in Raleigh, North Carolina with their two sons, Paul II (age 10) and Noah (age 8).

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**Linsey R. Mills** is a philanthropist, speaker, author, and financial services consultant who was a 1997 recipient of the prestigious U.S. Small Business Administration North Carolina Young Entrepreneur of the Year Award and the 1997 United States Southeast Region Young Entrepreneur of the Year Award.

He helps nonprofit organizations across the country develop strategies to generate revenue and manage fiscal affairs. He specializes in nonprofit organization development, investments, tax planning, and small business development. He founded the MILLS Foundation (Making Investments in Lives, Legacies, and Securities) and is a founding member of the Next Generation of African American Philanthropists (NGAAP). He also founded a nonprofit organization, The Games for Life Institute, and co-founded the nonprofit organization, Opal Institute of Technology. When Mr. Mills is not directing his nonprofit organizations and foundations, he serves on the Z. Smith Reynolds Foundation State Advisory Panel, the North Carolina Discovery Alliance Steering Committee, and the Davidson College Board of Visitors. Mr. Mills has conducted seminars for organizations such as: the Ford Foundation, Pepsi Cola, Sara Lee Corporation, and Wake Forest University.

Mr. Mills is the author of *Simply Outrageous: Lessons Learned on the Road to Entrepreneur of the Year*. He has also developed two programs to help individuals and organizations understand the importance of charitable planning within their financial portfolios. The programs are entitled "**It is Better to Give, Then Receive**" and "**The Colors of Philanthropy.**"



**Ruth Peebles** has more than 19 years of hands-on-experience in nonprofit management, fundraising and development, and project management. She is the founder and president of The INS Group (Innovative Nonprofit Solutions) providing consulting services for nonprofits and governmental agencies nationally. She has served as Associate Director and Development Officer for the North Carolina Caring Program for Children and the Director of Development for Prevent Child Abuse North Carolina.

Ruth earned a bachelor's degree in Communication from Bowling Green State University in Ohio and a graduate degree in Public Administration from the University of North Carolina at Chapel Hill, specializing in nonprofit management and policy analysis. Ruth has a certificate in nonprofit management from Duke University and a certificate in development from the Williamsburg Development Institute respectively. Ms. Peebles is an instructor for the Duke University Certificate Program in Nonprofit Management and is the creator of the workshops: *Grassroots Fundraising*, *The ABCs of Grant Writing and Establishing an Effective Direct Mail Campaign*. She is an adjunct instructor for the Master of Public Administration Program at North Carolina State University. Ms. Peebles is a founding member of the NGAAP Fund (Next Generation of African American Philanthropists).

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**Felecia Jones**, a native of Livingston, Alabama, is the daughter of Almeta Larkin and Wendell H. Paris, Sr. Felecia attended Livingston High School and earned a Bachelor of Science degree from Tuskegee University in Accounting and a Masters of Business Administration from the University of Alabama, Tuscaloosa.

She has worked as an Internal Auditor in Minneapolis, Minnesota and as an Accounting Supervisor in Memphis, Tennessee. Following her stint in the Midwest, Felecia returned home to serve as the Executive Director of the Sumter County Industrial Development Authority in order to "make a difference" and help improve conditions of the county. Felecia is currently employed as the Executive Director of the newly established Black Belt Community Foundation in Selma, Alabama.

With a sincere desire to make life a better place for citizens of the county, Felecia worked with Auburn University to sponsor Sumter County's first leadership development class in 1999. Felecia is very active in the community, serving on a variety boards including Governor Bob Riley's newly appointed Black Belt Action Commission, Initiative 7 and the Greene-Sumter Enterprise Community.

Fraternal and professional affiliations include Alpha Kappa Alpha Sorority, Leadership Alabama, Leadership Sumter County, Leading Edge Initiative, and Alabama Giving.

Felecia is a member of First Baptist Church, Livingston, where she is also Minister of Music for the Youth Choir.



**Penny Franklin** is the founder of The Community Group. The Community Group is an organization in Montgomery County located in rural Virginia dedicated to the enrichment of the African American community through political action, education, and economic empowerment (community investment).

Ms. Franklin is also one of the founders of the New Mountain Climbers Giving Circle which is part of the Community Investment Network.

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**Rashid Williams** is the co-founder and CEO of Smart-Choice Tax Service, LLC headquartered out of Greensboro, NC. Mr. Williams oversees a chain of tax offices in the Triad region of North Carolina. He has over 15 years experience in tax preparation, tax strategy and consulting. Mr. Williams also operates his own private accounting practice in which he specializes in small business and corporate tax analysis.

Prior to starting Smart-Choice Tax Service in 2002, Mr. Williams was a financial analyst for Sealy Corporation. He is a member of the American Accounting Association & the National Association of Tax Professionals. He received a B.S. in Finance from North Carolina Agricultural & Technical State University in 1998.

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**Reverend Lawrence Wofford** is the Pastor of Greater St. Luke AME Zion Church in Greensboro, Alabama and he is the Founder and President of Democracy Project based in Selma, Alabama. Reverend Wofford was invited by Governor Riley to serve on the Governor's Commission to Strengthen Alabama's Families. He serves on the Board of Directors of VOICES for Alabama's Children, Alabama Citizens for Constitutional Reform and is President of Braxton's Senior Adult Day Care Center. He is one of the founders of the Jonathan Daniels Community Development Corporation. Reverend Wofford is employed by Tuskegee University as a Community Resource Specialist.

Reverend Wofford is married to Attorney Geraldine Turner-Wofford and they have 2 children, Jamilla and Amina. They are both students at Tuskegee University.

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