



MASTER GRANTS TEMPLATE

Updated: June 2022

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Executive Summary

██████████ (██████████) is a 501(c)(3) nonprofit organization providing career readiness programs and professional networking experiences to young Black men (ages 16-24) in Durham, North Carolina. We are on a mission to help young Black men in Durham accelerate their careers and fill top leadership spots in the fields of their dreams. Besides career readiness and networking programs, we facilitate mentorship retreats, 1-on-1 career counseling, and job and internship referrals that help our participants (“Scholars”) clarify their career paths and build professional relationships. Since 2019, we have helped over 200 participants (“Scholars”) accelerate careers in their desired fields.

General Information

Business Information

Legal Name of Organization: [REDACTED]
Entity Type: 501(c)(3)
Year Founded: 2019
Year Incorporated: 2021 (IRS Determination Letter)
Website: [REDACTED]
EIN: [REDACTED]

Number of Full-Time Employees: 1
Number of Part-Time Employees: 6
Number of Interns:
Number of Volunteers:
Number of Board Members: 9
Annual Operating Budget: [REDACTED]

Contact Information

Organization –
Address: [REDACTED]
Email: [REDACTED]
Phone: [REDACTED]

Executive Director –
Name: [REDACTED]
Email: [REDACTED]
Phone: [REDACTED]

Director of Development –
Name: [REDACTED]
Email: [REDACTED]
Phone: [REDACTED]

Organization Overview

Mission, Vision, and Values

Mission: We are on a mission to help young Black men in Durham, North Carolina accelerate their careers and fill top leadership spots in the fields of their dreams. We aim to increase access to catalytic mentorship, workforce preparedness, and professional networking programs for young Black men in Durham.

Vision: We envision a world in which every young Black man has access to career pathways that lead to personal growth and economic mobility.

Values:

- **Accountability:** We are committed to solving critical problems facing young Black men. We are accountable for the outcomes of the communities we serve.
- **Collaboration:** We build partnerships to provide holistic support for young Black men. We seek to share data, integrate our services, and engage in critical conversations with organizations doing similar work.
- **Leadership:** We lead by example. Our staff members are business and community leaders with decades of combined experience serving Durham. Our goal is to empower young Black men to take the lead in addressing society's most difficult challenges.
- **Integrity:** We do not take shortcuts. We honor our word, and we constantly seek ways to improve our model and understand the needs of our Scholars.

History

██████████ was founded in 2019 by ██████████, a Durham-raised social entrepreneur, in response to the ongoing exclusion of Black men from local economies. As an entrepreneur born and raised in Durham, he decided to start planting seeds for change in his hometown. Our first Annual Conference in 2019 hosted 75 Scholars and 15 guest speakers, with a focus on providing opportunities for Scholars to learn from, and interact with, some of the City's top business and community leaders. The conference grew in 2020, partnering with the North Carolina Central University's Men's Achievement Center to host a virtual event with 30 speakers and 175 Scholars.

In January 2020, we launched the Success Summit Scholars Program: a 3-month, cohort-based career accelerator for young Black men led by young professionals of color. In response to the killing of George Floyd in May 2020, DSS also launched Pop Up Talks, a monthly, public discussion panel bringing together young Black leaders, hosted at minority-owned businesses throughout Durham. In 2021, we set up a Youth Advisory Council for current and past Scholars

to provide direct input on our strategy and implementation. Since our founding, we have helped over 200 Scholars improve their preparedness and confidence in entering the workforce, and partnered with a coalition of local universities, non-profits, and corporations to improve wraparound support for young Black men throughout Durham.

Founder's Statement: A personal statement by [REDACTED] about [REDACTED]' founding.

Management

[REDACTED] is led by a team of Black men and women with deep roots in Durham's communities of color. Executive Director [REDACTED] has a degree in Public Policy Studies and has worked for Google, Microsoft, and the Miami Heat. As a former strategic advisor for the Obama Foundation's My Brother's Keeper Alliance, he has extensive experience in designing responsive programs that improve long-term outcomes for young Black men across the country. Chief Administrative Officer [REDACTED] has 14 years of experience in nonprofit program management and is a certified Bullying Prevention Specialist, Raising Safe Kids Facilitator, and Healing-Centered Engagement Practitioner.

[REDACTED] implements a shared leadership model that centers the voices of Scholars while leveraging the diverse expertise of the Board of Directors and Advisory Board. Together with an independent Youth Advisory Council composed of past and current Scholars, they provide direct guidance on agenda items and decision-making at DSS' Board and Executive meetings.

Our leadership team consists of the Executive Director, the Chief Administrative Officer, and the Director of Development. The Executive Director and the Chief Administrative Officer collaborate to ensure the organization's day-to-day financial and logistical needs are met. The Executive Director also collaborates with the Director of Development to carry out the organizational strategy and development goals set by the Board of Directors, Advisory Board, and Youth Advisory Council.

Our 3 direct service staff are all young Black men (average age of 26) with Durham roots and extensive experience working for top companies such as Visa and Amazon. All are graduates of four-year institutions in North Carolina and are actively involved with various local youth development programs as coaches, program coordinators, and volunteers. Furthermore, they are former [REDACTED] participants who are passionate about reinvesting into their community and helping to improve the [REDACTED] experience for future cohorts. These direct service staff share a significant amount of lived experiences with our Scholars and are thus able to transfer their professional knowledge and expertise in an effective and culturally responsive manner.

At [REDACTED], we believe that we should reflect the communities that we serve. We are proud to hire and collaborate with talented people who share the lived experiences of young Black men in Durham. Our organization is led by a predominantly Black staff and board: 4 of our 9 board members are young or middle-aged Black men who come from Durham's communities of color, and 6 out of 9 are BIPOC. Out of our 8 total staff members, 7 are Black, and all 3 of our direct service staff are DSS alumni.

Priorities: The following priorities guide [REDACTED]' management and decision-making processes:

- **Cultural Competence:** [REDACTED] believes that its staff and leadership should reflect the communities it serves. Programming team leaders are all Black men (average age 29) who were raised in the same Durham communities where Scholars are from. Our Board of Directors has 9 highly engaged members, more than half of whom are Black with lived experience related to the youth we serve. A majority of our Board possesses strong ties to North Carolina and Durham communities.
- **Centering Youth Voices:** [REDACTED] recognizes that its Scholars' needs and concerns should be prioritized above all else. It regularly solicits written and verbal feedback from Scholars, and is actively building a Youth Advisory Council and Associate Council to ensure that current and past Scholars have a voice in DSS' programming- and management-related decisions. [REDACTED] always aims to respond directly to needs expressed by our Scholars in surveys and check-ins.

Organizational Chart: A visual diagram showing DSS' management structure.

Staff (Bios) (Resumes): [REDACTED] is led by a team of Black men and women with deep roots in Durham communities and extensive expertise in youth and workforce development. The [REDACTED] team currently consists of 4 administrative staff and 3 program staff. In total, there are 6 part-time staff and 1 full-time staff.

Board of Directors (List): Our Board of Directors has 9 highly engaged members, more than half of whom are Black with lived experience related to the youth we serve. A majority of our Board possesses strong ties to North Carolina and Durham communities. As we develop our Board, we seek to cultivate long-term relationships with community leaders who can fill knowledge gaps in [REDACTED]' approach. Our Board has provided informal technical assistance to [REDACTED]' core team in the areas of curriculum development, leadership coaching, and non-profit fundraising and management. All board members contribute financially to DSS on an annual basis.

Advisory Council: The Advisory Council meets with the Executive Director quarterly to provide their mentorship, professional advice, and commercial expertise to aid [REDACTED], growth and sustainability.

Youth Advisory Council: The Youth Advisory Council is a group of young Black men (ages 12-24) advocating for racial equity, social justice and policy change. The Council addresses the systems that hold back men of color. Through civic leadership training and direct lobbying opportunities, Youth Advisory Council members learn the importance of advocacy and leadership in improving outcomes for young men and boys of color. Members of the Youth Advisory Council gain opportunities to establish and lead initiatives as well as pathways for becoming an executive member/chair of the Associate Board.

Additional Youth Involvement: In 2021, [REDACTED] hired three former program participants as interns to co-lead the design and implementation of both the Youth Advisory Council and the Pop Up Talks program. The students met three times a week with the Executive Director and used their diverse backgrounds and experiences to provide invaluable input on those initiatives.

Diversity Information

| | Board | Leadership | Staff |
|-------|-------|------------|-------|
| BIPOC | 66% | 100% | 100% |
| Women | 22% | 33% | 33% |

Partnerships

[REDACTED] is a collaborative organization working with a cross-sector coalition of local businesses, academic institutions, and youth organizations to identify, recruit, and support young Black men throughout Durham. Many of our partners are much larger, Durham-based youth programs and HBCUs that are unable to provide the individualized career support that [REDACTED] offers. As a result, they refer participants to us on a regular basis and share additional data and outcomes on participants who are cross-enrolled. Although there are some similarities in our program goals, [REDACTED] is distinct from its partners in its strategic focus on community-driven early career support for Black men in their late teens and early twenties.

Broadly speaking, our partnerships fall into three categories: outreach and recruitment partners, programming partners, and data and research partners.

1. **Outreach and recruitment partners** help identify and refer local Black male youth who may benefit from our program and include a variety of local universities and community organizations dedicated to serving low-income and minority youth. Many of these partners are larger youth programs that are unable to provide the individualized career support that the Scholar Program offers. Some examples of these partners include the Emily Krzyzewski Center, the Thomas Mentor Leadership Academy, and United Way of the Greater Triangle.
2. **Programming partners** are involved directly in supporting and enhancing the Scholars Program's workshops, curricula, and mentorship experiences. For instance, we partner with co-working space Durham Bottling Company to host the program's workshops and one-on-one mentoring sessions. Additionally, we partner with the Christensen Family Center at Duke Engineering to design the program curricula. The Christensen Family Center allows us to adapt its college-level entrepreneurship curriculum and use its web-based learning module to provide Scholars with high quality educational materials that Scholars can access virtually. Finally, we partner with the Institute for Minority Economic Development to source mentors from its network of 560,000 Durham-based

minority business leaders. These mentors meet one-on-one with our Scholars on a weekly basis to provide them with additional career-related coaching and support.

3. **Data and research partners** help us better understand the youth we serve and improve the entire ecosystem of career support for young Black men in Durham. We collaborate with the Christensen Family Center, the Fuqua School of Business, and the Sanford School of Public Policy to source IRB-certified PhD candidates who help us design our participant surveys, analyze demographic information, and monitor and evaluate our impact on the young people we serve. In return, we allow these organizations to use our program data to improve the design of multiple youth career centers they are building throughout the city. We also frequently share demographic and outcome data with the North Carolina Central University Men's Achievement Center, which also serves as an outreach and recruitment partner.

██████████ also works closely with local businesses to source a variety of professional experiences and job opportunities for participants. For instance, we frequently collaborate with corporate partners to sponsor networking events and to source mentors and keynote speakers. Additionally, ██████████ provides a range of volunteer opportunities for employees of corporations with local offices. Finally, ██████████ hosts monthly community forums that bring together leaders of local organizations serving young Black men. These forums provide a much-needed space for organizations to develop strategies for wrap-around support.

We serve as an important relationship facilitator and referral network bridging communities of color with regional business ecosystems. We use our vast network of national business and community leaders to source cross-sector career development opportunities for young Black men in Durham. We are actively building a city-wide referral network and data-sharing initiative aimed at identifying young Black men in need of support, connecting them with critical life and career resources, and tracking relevant outcomes in the long term.

██████████ hosts a monthly Community Action meeting, in collaboration with the North Carolina Central University Men's Achievement Center and the Thomas Mentor Leadership Academy, which brings together leaders of organizations serving young Black men in Durham. By taking a collaborative approach built on mission-aligned partnerships, ██████████ aims to strengthen social and economic support systems for young Black men in Durham. ██████████ leadership also has a history of friendship and collaboration with faith-based communities, academic institutions, and think tanks. ██████████ will develop these relationships into functional partnerships to help scale its impact.

██████████ collaborates with the following key partners:

Corporate Sponsors

██████████ partners with local corporations to source volunteers, keynote speakers, internships, and job shadowing opportunities for our Scholars. Some corporate sponsors help fund our career conferences through direct and matching gifts, in return for the opportunity to

meet and engage with our Scholars. Current sponsors include Blue Cross Blue Shield of NC and Buzzer Media.

We also partner with minority-owned, brick-and-mortar businesses throughout Durham to host our weekly Pop Up Talks program. All of our corporate sponsors help raise awareness about DSS and assist in outreach for our fundraising campaigns.

[The Institute for Minority Economic Development](#)

The Institute for Minority Economic Development works with small businesses, large multinational corporations, local governments and state leaders to open doors of opportunity and create an environment where businesses of all kinds grow and thrive. It is the only organization of its kind in the country focused on business and economic growth through effective business diversity. North Carolina's model of collaboration and its exceptional ecosystem are recognized as a model by other states and regions.

██████████ partners with the Institute to source Durham-based minority business leaders who are paired one-on-one with Scholars to provide transformative career coaching and business mentorship.

[North Carolina Central University Men's Achievement Center](#)

The Men's Achievement Center (MAC) is a department of the Division of Student Affairs at North Carolina Central University, a Historically Black University. It implements programs that enrich the quality of male students' collegiate experience and ensure their success at NC Central and beyond. Since MAC's inception, it has assisted over 600 young Black men in graduating from college and has significantly increased the overall retention rate for Black men at NC Central.

Since 2020, ██████████ has worked with MAC to refer participants, expand community outreach, and share data. MAC students receive creditable hours for attending the ██████████ Annual Conference and have priority application for the Success Summit Scholars program. DSS and MAC co-host a monthly Community Action meeting that brings together leaders of organizations serving young Black men in Durham. Finally, the two organizations are collaborating on a data-sharing initiative which aims to improve holistic support systems for the young people they serve.

[Emily Krzyzewski Center - Scholars on Campus](#)

The Emily Krzyzewski Center, a nonprofit organization in Durham, North Carolina, implements programs that build on the academic, career, and leadership potential of students who are traditionally underrepresented in higher education. The Scholars on Campus supports students as they transition to, persist in, and graduate from college. The program supports students' academic and campus engagement, career planning, and financial responsibility. 81% of participants are first-generation college students, and 96% are enrolled at four year colleges and universities.

The Emily K Center serves as an important thought partner and collaborator in [REDACTED], data and research efforts. The two organizations collaborate on building impact frameworks and digital tools to help similar organizations succeed. The 2022 [REDACTED] Annual Conference will be hosted at the Emily K Center.

Thomas Mentor Leadership Academy

The Thomas Mentoring Leadership Academy (TMLA) is a nonprofit group mentoring program for Black male youth between the ages of 9 and 14 who are being raised by a single parent, single legal guardian, or their grandparent(s). The program provides young males with purpose, motivation and direction by encouraging them to choose alternatives to at-risk behaviors.

TMLA is an important referral partner, helping raise awareness about [REDACTED] events, services, and programs among young Black men in their early teens. All TMLA students receive priority registration to our Annual Conference and Scholars program. [REDACTED] and TMLA also co-host a monthly Community Action meeting that brings together leaders of organizations serving young Black men in Durham.

Duke Engineering - Christensen Family Center for Innovation

The Christensen Family Center for Innovation is a center for design, innovation, and entrepreneurship based in the Duke School of Engineering. Launched in 2021, the center consists of a maker space and a garage lab, as well as office and meeting space. The center is investing heavily in data-related innovations that respond to complex, real-world problems. It is also developing and implementing curricula on entrepreneurial design thinking.

[REDACTED] is partnering with the Christensen Family Center for Innovation to adapt the center's proven, college-level entrepreneurship curriculum for [REDACTED] Scholars. We are also collaborating with the center to build a CRM that aggregates Scholar data to help with impact monitoring and evaluation. In return, [REDACTED] will make important, outcome-related data available for Duke students and researchers to access. DSS and Christensen Family Center are currently collaborating on developing an online learning portal for Scholars.

Durham Bottling Company

Durham Bottling Company (DBC) is an inclusive coworking community housed in a 16,000 square-foot historic industrial warehouse complex in East Downtown Durham. DBC is the only community in Durham that is both a HUBZone and qualified Opportunity Zone. DBC offers a modern industrial workspace that has dynamic seating options, private corners, meeting space, conference rooms, dedicated event space, and a wide selection of private office suites.

As a DBC member, [REDACTED] takes advantage of discounted office space and event rental rates that save the organization roughly \$6,000 each year. [REDACTED] also uses DBC's location as its business address and is eligible for tax benefits from DBC's HUBZone and Opportunity Zone status. [REDACTED] and DBC are also working together to develop a program that

provides [REDACTED] alumni with priority access to job opportunities with other DBC members. To continue building on this valuable partnership, [REDACTED] recently started giving donors a direct option to purchase memberships for DSS alumni.

Breathe Brotha

Breathe Brotha is a project that promotes healing and wholeness for black men, founded by [REDACTED] Board member [REDACTED]. Aside from being a licensed therapist and professional educator, [REDACTED] is the published author of “breathe.: a guided healing journal for black men”, an invaluable resource for meditation and reflection, written for Black men.. He provides copies of his book for all of our Scholars, and hosts a series of virtual mental wellness sessions with them.

[Grow with Google](#)

Grow with Google offers training and tools to help you grow your skills, career, or business. [REDACTED] uses Grow with Google curriculum to train Scholars in valuable digital skills that are transferable across industries. We have also been approved to administer scholarships through the Google Certificate Program.

Grow with Google has provided effective tools and curriculum to our organization in hopes that we continue to help people learn valuable digital skills. Tools include training, existing curriculum slides, program materials and a dedicated support team that supports every step of the way.

[Microsoft Nonprofit Tech Accelerator](#)

The Nonprofit Tech Acceleration (NTA) program is committed to increasing technology for US-based nonprofits that support Black and African American communities. NTA provides technology grants to [REDACTED] in the form of free business software licenses for products such as Microsoft Azure and Office 365.

[United Way of the Greater Triangle](#)

United Way of the Greater Triangle is a non-profit organization committed to eradicating poverty and increasing social mobility for everyone in the Greater Triangle. United Way is a valuable volunteer and community engagement partner for [REDACTED].

Strategy and Development

Founded just 3 years ago, [REDACTED] is still in the early stages of its growth as an organization. However, its singular focus on serving young Black men in Durham has helped it gain a strong network of local partners and supporters. While [REDACTED] does not expect to expand its focus beyond its niche service area, it plans to share applicable program data and

curricula with other youth development organizations that serve marginalized communities. To this end, DSS is investing significantly in its research and data management capacities.

██████████' first conference hosted 75 Scholars and 15 guest speakers. Since then, its annual conferences have more than doubled in size, and it has piloted new programs such as ongoing Pop Up Talks and the 12-week Success Summit Scholars program. Although ██████████ is still in the early stages of its growth, it aims to impact all of the approximately 12,000 young Black men in Durham. It also intends to offer its programs to other cities in North Carolina where Black men face similar challenges within 3 to 5 years. In the short term, DSS is focused on refining its local program delivery model and maximizing its impact within Durham.

When we started ██████████ 3 years ago, our programs consisted mostly of networking events and community conversations. Although these programs helped to strengthen community support for young Black men in Durham, we were not seeing the immediate, economic outcomes (i.e. job placements, skill-building, etc.) that we had planned to achieve. Through in-depth participant surveys and interviews, we realized that our Scholars were in urgent need of more in-depth engagement offering personalized guidance and support in the form of direct mentorship, job readiness training, and leadership development opportunities.

In order to adapt to this feedback, we have made a number of changes in the past two years to deepen our engagement with our Scholars and hone in on quality impact over quantity. First, we reached out to more local high schools to engage potential program participants before they reached our target age group. We also formed partnerships with several HBCUs in order to extend our engagement with alumni throughout the course of their academic studies. Additionally, we began expanding the Scholars Program to contain more peer and mentor engagement, project-based skills training, and site visits to local businesses and offices.

We also began offering virtual and in-person office hours for any Durham-based young Black man to meet one-on-one with our staff and receive career-related counseling. Finally, we organized a Youth Advisory Council, a Scholar-led committee that meets regularly with our Board of Directors to provide input on our organizational development and program design.

Our emphasis on deeper, long-term engagement with Scholars has already produced successful outcomes. This year's Scholars Program led directly to job placements for Scholars for the first time in the program's history. Scholars Jordan Jackson and Jordon Brown were able to secure summer employment with Buzzer Media and the Miami HEAT, respectively, through the Scholars Program. Additionally, Scholar ██████████ loved the program so much that he decided to join DSS as an intern when the program ended.

In 2021, prior to incorporating as a 501(c)(3), ██████████ hired independent consultants to conduct a formal assessment of the organization's potential to scale beyond Durham. The assessment identified Greensboro, Chicago, Atlanta, and Brooklyn as cities where the ██████████ model could be particularly effective, based on demographic and economic similarities. Challenges to geographic expansion include rebranding, sourcing local leaders, and overlap with existing programs.

Need for Unrestricted Funding: [REDACTED] would benefit immensely from increased access to unrestricted grant funding. Currently, unrestricted grants represent less than 10% of our annual grant funding, and our operating expenses are covered primarily through donations and contributions from board members, individual donors, and corporate sponsors. Although we have significantly expanded our programs and services since our founding in 2019, we are continually challenged by a lack of reliable income for our general operating expenses.

Long Term Strategic Plan: The long-term strategic plan is a document that outlines paths [REDACTED] can take towards organizational growth and development in a 3-to-5 year time frame. The plan provides an analysis of [REDACTED]' program alignment, fundraising strategies, comparison to similar programs, expansion opportunities, pain points, and other important considerations.

SWOT Analysis: An analysis of [REDACTED]' greatest strengths, weaknesses, opportunities, and threats.

Bylaws and Policies

Anti-Discrimination & Harassment Statement: In keeping with our Equal Opportunity Employment clause, the Company will not tolerate on-site discrimination or harassment on any legally protected basis, including that of physical characteristics, mental characteristics, race, religious or political views, nationality, disability, medical condition, sex, sexual preference, or gender identification. Harassment and discriminatory behavior among employees or contractors will result in disciplinary action, with the possibility of termination. Discrimination and harassment by customers or other business associates should be immediately reported to your supervisor, at which point the Company will investigate and take corrective action. You are welcome to seek legal relief if you find the Company's actions inadequate.

Conflict of Interest Policy

Whistleblower Protection

Need Statements

Areas and Demographics Served

We serve young Black men (ages 16-24) in Durham. This demographic represents about 5% of the city's total population, or 12,000 individuals. Out of this population, we focus on supporting promising high school- and college-enrolled students who lack access to the networking and professional development opportunities they need to pursue high-growth careers in the fields of their dreams. 80% of our current participants ("Scholars") are enrolled in a two or four-year institution with an average GPA of 2.8 or higher.

Scholar Racial Diversity Matrix:

| | White | Black or African American | American Indian or Alaska Native | Asian | Native Hawaiian or Other Pacific Islander |
|-------------------------------|-------|---------------------------|----------------------------------|-------|---|
| Hispanic or Latinx | 0% | 19.1% | 0% | 0% | 0% |
| Not Hispanic or Latinx | 0% | 80.9% | 0% | 0% | 0% |

Need for Proposed Service

In 2019, the median net worth of white Americans was \$189,100, while the median net worth of Black Americans was \$24,100. Studies show that young Black men across the country disproportionately face hiring discrimination, and lack access to professional contacts, mentors, and referral networks. As a result, in 2016, only 16% of Black men ages 16-19 in the U.S. were employed, compared to 28% of White men of that same age group. Furthermore, as of January 2020, young Black males had the lowest national labor force participation rate of all genders/races at 57%.

In 2020, Black youth represented 56% of juvenile complaints and 67% of youth placed in short- and long-term confinement, but only make up a quarter of North Carolina's youth population. With the money North Carolina spends on incarcerating one child for a single year (\$155,734), the state can cover in-state tuition for 23 college students annually.

Durham's economy reflects these inequities. While Black people make up 33% of the city's population, only 3% of local businesses in 2014 were Black-owned. In 2019, the Black unemployment rate in Durham (4.4%) was nearly double the White unemployment rate (2.7%). Finally, median annual income for Black households in Durham was nearly \$35,000 less than

White households in 2020. This racial wealth gap is a direct product of the ongoing exclusion of young Black men from meaningful participation in Durham's economy.

In 2020, Black youth represented less than one-quarter of the overall youth population in North Carolina (approximately 23%), but represented 56% of all juvenile complaints. During the school year 2019-2020, Black students in North Carolina represented almost half of all school-based complaints (49%), despite representing only 25% of statewide student enrollment.

Roughly 40% of Durham's young people may not be on track to complete high school, achieve a postsecondary credential of some kind or gain employment by the time they are 25. In January 2020, young Black males were revealed to have the lowest labor force participation rate of all genders/races at 57%. Across the country, young Black men suffer from discriminatory hiring practices, disproportionate incarceration, and a lack of professional contacts. In 2016, only 16% of Black men ages 16-19 were employed, compared to 28% of White men of that same age group.

Young Black men in Durham are in urgent need of early-career guidance that increases long-term earnings growth, business ownership, and opportunities for community engagement. Through individualized guidance and mentorship, we aim to maximize our impact on Scholars and help them develop into socially engaged leaders with the tools and capital required to implement meaningful changes in their communities.

Focus Areas

██████████ seeks to focus on 3 primary areas where it can make a positive impact in the lives of its Scholars:

- **Career Development:** Young Black men in Durham and across the country face immense barriers to securing careers that are stable and fulfilling. Between 2000 and 2015, Black male teens in the U.S. experienced a 42% decrease in employment. ██████████ seeks to help Scholars clarify their career goals, gain meaningful work experience, and build important professional relationships.
- **Economic Empowerment:** Black men have been historically excluded from participating in the American economy. In 2021, only 1% of Fortune 500 CEOs were Black men, even though Black men represent 6% of the U.S. population. ██████████ intends to raise awareness among its Scholars regarding the economic inequities that young Black men face in this country. It also plans to equip Scholars with tools to navigate and transform this landscape.
- **Community Building:** Black men have been alienated from their communities due to ongoing cycles of mass incarceration and socio-economic exclusion. Young Black men in particular lack the mentors and community support needed to build a stable future for themselves. ██████████ aims to provide safe spaces where young Black men can interact and engage with one another in order to better understand and address their lived

experiences. [REDACTED] also seeks to connect young Black men with mentors and community members who they can rely on for personal and career support.

Demonstrated Effectiveness

Summary: Mentorship and career development programs have a proven track record of improving personal and professional outcomes for minority and at-risk youth. In fact, positive mentors have been shown to help young people from marginalized groups reclaim confidence and aim higher in many areas of their lives. According to a national survey in 2014 of young people's perspectives on mentoring, young people with mentors were 21% more likely to enroll in and graduate from college compared to young people without mentors.

Career education programs have grown considerably in scope and scale in recent years in response to major transformations in global job markets. Remote learning platforms and certification programs have democratized access to career education resources, enabling millions of people to accelerate their careers, branch into industries of the future, and increase their earnings potential. Similarly, [REDACTED] is designing a scalable education platform to provide all young Black men in Durham with employment training and a network of employers. Career education programs have grown considerably in scope and scale in recent years in response to major transformations in global job markets. Remote learning platforms and certification programs have democratized access to career education resources, enabling millions of people to accelerate their careers, branch into industries of the future, and increase their earnings potential. Similarly, [REDACTED] is designing a scalable education platform to provide all young Black men in Durham with employment training and a network of employers.

In the past year, we have incorporated Scholar feedback and invested in deeper, long-term engagement with Scholars. This shift in our strategy has already produced successful outcomes. This year's Scholars Program led directly to job placements for Scholars for the first time in the program's history. Scholars [REDACTED] and [REDACTED] were able to secure summer employment with Buzzer Media and the Miami HEAT, respectively, through the Scholars Program. Furthermore, [REDACTED] loved the program so much that he decided to join [REDACTED] as an intern when the program ended.

Job placements aside, we saw how much the hands-on nature of the Scholars Program, Youth Advisory Council, and Office Hours had a positive impact on Scholars such as [REDACTED]. As the youngest Scholar in the most recent cohort, [REDACTED] felt reserved and unsure about his communication skills at first. His goals for the program were to improve his interviewing skills and chart a path towards employment in the cybersecurity industry. By the end of the program in March, [REDACTED] had become an outspoken member of our monthly Youth Advisory Council meeting. He had developed a clear plan to attend top universities in North Carolina, and felt prepared to apply and interview for cybersecurity internships. In his final reflection, [REDACTED] articulated a clear, long-term vision to be financially stable, debt-free, and accountable to his family.

Bibliography

Datasets

- [U.S. Census Data](#)
- [Durham Neighborhood Compass](#)

Reports

- [City of Durham Office of Youth - Durham Youth Listening Project Report \(2019\)](#)
- [Robert Wood Johnson Foundation - Employment & Pathways for Boys & Young Men of Color \(2016\)](#)
- [Durham City Council - Business Diversity in Downtown Durham \(2016\)](#)
- [Urban Alliance - Expanding Economic Opportunity for Young Men and Boys of Color through Employment and Training \(2015\)](#)
- [Obama White House - Economic Costs of Youth Disadvantage and High-Return Opportunities for Change \(2015\)](#)
- [U.S. Department of Justice - The Mentoring Effect: Young People's Perspectives on the Outcomes and Availability of Mentoring \(2014\)](#)
- [Southern Coalition for Social Justice – Invest in Our Children Report \(2020\)](#)
- [WRAL – NCCU Program Aims to get more Black Men into Teaching \(2021\)](#)

Programs and Organizations

- [Thrive Scholars](#)
- [Youth Guidance - Becoming a Man \(BAM\)](#)
- [Made in Durham](#)

Impact Frameworks

- [Obama Foundation - My Brother's Keeper \(MBK\) Equity Framework \(2021\)](#)

Programs

Overview

██████████ provides a variety of free programs and services to young Black men in Durham, including career fairs, mentorship retreats, public discussion panels, counseling services, and job and internship placements. Our programs integrate skills training and community building to catalyze positive youth development and effective career preparation.

Core Programs

We offer our programs free-of-cost to any young Black man between the ages of 16 and 24 who is a resident of Durham. Our three core programs are:

- 1) ██████████ - A 12-week, cohort-based career readiness program for 20-30 Scholars facilitated by mentors from the North Carolina Institute of Minority Economic Development.
- 2) ██████████ - An annual, full-day networking event bringing together 70-80 Scholars with employers and community leaders from Durham's top industries.
- 3) ██████████ - A weekly, community discussion panel on issues of importance to young Black men, hosted at various minority-owned businesses throughout Durham.

Together, these programs help Scholars achieve professional clarity, build networking fluency, and enter the job market with valuable skills and confidence in their ability to succeed. Scholars can choose to participate in multiple programs. Since 2020, we have implemented most of our programs virtually in consideration of the COVID-19 pandemic. We have also ramped up our digital outreach efforts to connect with local young Black men who may be experiencing increased isolation.

Additional Services: Aside from its core programs, ██████████ hosts 9 hours of office hours each week where any local young Black man can register or walk in for one-on-one career support from ██████████ staff members. During office hours, ██████████ also provides space for young Black men to talk and do homework together. In response to the COVID-19 pandemic, ██████████ also started providing virtual office hours to increase engagement with participants and volunteers with limited transportation or access to the ██████████ office. Finally, ██████████ hosts a Slack community that is shared by Scholars and alumni from all of its programs, helping to create additional channels for social and emotional support.

Duplication/Overlap of Services: Although there are Durham-based organizations that offer career training to young Black men, ██████████ distinguishes itself by providing individualized counseling and mentorship that responds to Scholars' needs and interests. As a result, local partners that serve a similar demographic often refer participants who are seeking more personalized career support.

Recruitment and Outreach: [REDACTED] uses a formal referral process to help identify and recruit young Black men who have demonstrated early success and interest in leadership, academics, and/or social engagement. [REDACTED] relies on its strong network of partners, which includes North Carolina Central University, Duke University, the Emily Krzyzewski Center, and the Thomas Mentor Leadership Academy, to refer young Black men who may benefit from [REDACTED]' programs. [REDACTED] is currently building an educational mobile app, set to release in 2022, which will significantly increase its capacity for participant outreach and engagement throughout Durham.

Success Summit Scholars

[REDACTED] is a free, cohort-based career readiness and mentorship program open to young Black men (ages 16-24) in Durham, North Carolina. Since 2019, the program has run from January to March each year, and consists of a series of weekly, 75-minute workshops that help participants (“Scholars”) clarify their careers, market themselves effectively to employers, and identify quality job opportunities with high potential for earnings and leadership growth. The 2023 Scholars Program will be the 4th cohort of Scholars since the founding of the program in 2020.

Over the course of 12 weeks, the program provides 30 total hours of training on essential, job-transferable skills such as job searching, resume writing, portfolio development, interview strategies, and networking fluency. All program facilitators are young professionals of color from similar racial backgrounds and communities as the participants they serve. Outside of the weekly workshops, each Scholar will be paired with a mentor from The Institute for Minority Economic Development for weekly, one-on-one career coaching sessions. The program will also feature site visits to local corporate offices and minority-owned small businesses.

The Scholars Program is open to any young Black man between the ages of 16 and 24 in Durham. These young people are in urgent need of early-career mentorship and guidance that increases their long-term earnings potential, economic participation, and career satisfaction. The program aims to tackle the root causes that have kept this segment of the population out of Durham’s thriving innovation economy.

The goal of the 2023 Scholars Program is to extend the usual, 3-month program to a 6-month program delivering 60 hours of direct training to 35 Scholars. Upon completing the program, Scholars will have an actionable plan to pursue their first-choice careers, an expanded network of industry-relevant professional contacts and references, and a firm grasp of fundamental business communication skills. These outcomes will be measured through a combination of participant surveys, interviews, and skills assessments.

Impact: [REDACTED] aims to tackle the root causes that have kept low-income, Black male youth out of Durham’s thriving innovation economy. These young people are at critical stages in their personal and career development and are in urgent need of career-related mentorship and guidance. [REDACTED] will deliver over 60 hours of direct instruction in essential job-

transferable skills to a cohort of 35 Scholars. Upon completing the program, all Scholars will be clearer on their life and career goals, and be able to demonstrate the following essential skills:

1. Market themselves effectively to prospective employers through a combination of business writing, digital portfolios, and interview strategies.
2. Leverage professional networks and job search databases to identify suitable job opportunities.
3. Apply design thinking to solving complex business and community problems.
4. Create an actionable roadmap for their personal and professional development.

Additionally, Scholars will expand their network of professional contacts who can serve as professional mentors and job references. Most of these professional contacts will be minority business leaders representing Durham's top industries and professions.

██████████ has a clear and defined goal to eliminate barriers to employment for young Black men while helping them pursue the career of their dreams, increase their earnings, and build generational wealth. We believe that peer and community support are key to securing financial independence and aim to increase accessibility to safe spaces where young Black men can gather and engage with one another. By focusing on young Black men at pivotal points in their personal and professional development, we hope to maximize our impact on their future earnings growth, career satisfaction, community involvement, and other long-term outcomes.

The program is a direct response to our Scholars' surveyed needs. At the end of our 2021 Annual Conference, 92% of participants stated that they would be interested in cohort-based programming with professional mentors. ██████████'s aim is to help participants build transferable skills such as job sourcing, resume/portfolio development, professional relationship-building, and sales pitching, while improving their access to professional contacts and mentors with relevant industry experiences and affiliations.

The program equips participants with the professional skills and relationships they need to pursue their dream careers, achieve economic mobility, and build generational wealth. Not only does the program help them accomplish these goals alone, it also helps them collaborate with a community of entrepreneurial peers to do so. The cohort model, as well as its emphasis on mentorship and professional networking, helps instill a sense of collective purpose among participants. We strive to create as many working relationships between participants as possible and monitor the number of such relationships as a key metric of program success.

We firmly believe that young Black men benefit from safe spaces where they can interact and learn from one another. By implementing a cohort model, we also aim to catalyze greater social cohesion within communities of young Black men. We are committed to fostering a healthy social and emotional environment where young Black men feel comfortable to discuss the roles they wish to play in their families and communities. In order to assess our impact in this area, we frequently interview Scholars about how their peer relationships have developed through the course of the program and how their views on community and identity have shifted.

Evaluation: Success will be measured through quantitative program metrics and regular participant surveys that track changes in career-related confidence and aptitude. Surveys are designed to measure participant progression throughout the duration of the program, and are administered in several forms, including through Slack, email surveys, written surveys, and post-program interviews. 6 months after the conclusion of the program, an additional, optional survey is sent out to Scholars to capture any job placements or earnings improvements resulting from the program. Examples of tracked outcomes include the following:

- Number of participants served
- Total hours of instruction
- Total number of vouchable professional references introduced
- Participants' confidence in their own job and career prospects
- Participants' proficiency in using universal job search and marketing tools
- Participants' ability to develop and deliver a compelling sales pitch

Timeline:

December 1, 2022 - *Applicants accepted and invited into program*

January 16, 2023 - *Program start (MLK Day)*

April 20, 2023 - *Program ends*

Development: In 2023, [REDACTED] plans to launch a virtual [REDACTED] program. The program will offer a blended learning model combining educational video content and personalized consultation and will be delivered through a learning app that will significantly expand program capacity and outreach to young Black men throughout Durham. [REDACTED] seeks to implement 210 hours of educational and mentorship-based curricula for a cohort of 35 young Black men in 2023.

Sustainability: Since the [REDACTED] is offered for free to participants, we do not have an earned income stream for this program and rely on a variety of contributed income streams to sustain it. [REDACTED] is currently funded through a combination of board donations (20%), foundation grants (70%), and corporate sponsorships (10%). Recent funders and sponsors include the Triangle Community Foundation, NC IDEA Foundation, the Christensen Center for Family Innovation, Blue Cross Blue Shield of NC, and Buzzer Media. In the future, we plan on continuing to cultivate strong relationships with mission-aligned funders and sponsors who are interested in supporting the program through multi-year grant or sponsorship funding. We are also exploring the possibility of licensing the [REDACTED] curriculum to other organizations serving similar demographics, as a potential earned income stream.

Pop Up Talks

Pop Up Talks (launched in 2020) is a public discussion series hosted at minority-owned businesses throughout Durham. The program provides a safe space for young Black men to engage in collective reflection and action planning. It was planned as a direct response to the public health crisis brought on by the COVID-19 pandemic, as well as the massive nationwide

protests against institutional racism following the police killings of Black men like Ahmaud Arbery, George Floyd, Rayshard Brooks, Daniel Prude, and Andrew Brown.

Beginning in May 2020, [REDACTED] Executive Director [REDACTED] and Duke Men's Basketball Assistant Coach [REDACTED] began hosting weekly public discussions with young Black men about their feelings, concerns, and lived experiences. The final event for the 2020 P [REDACTED] was attended by Mayor Steve Schewel, who was also keynote speaker for the 2021 [REDACTED]. Since 2020, Pop Up Talks has continued to grow and evolve into an ongoing weekly program curated and coordinated by [REDACTED] alumni.

Annual Conference

The [REDACTED] (launched in 2019) is a career fair bringing together local business leaders and Scholars for a full day of keynote presentations and networking activities. The conference is an inclusive environment where Black men can learn about the careers of their dreams directly from experienced business leaders, while increasing their professional connections in multiple industries. Through the [REDACTED], Scholars have secured internships and invitations for site visits with local and national organizations.

Panelists and Presenters: A list of notable past panelists and presenters.

Impact

██████████ has a clear and defined goal to eliminate barriers to employment and entrepreneurship for young Black men while helping them pursue the career of their dreams, increase their earnings, and build generational wealth. We also believe that peer and community support are key to securing financial independence and aim to increase the number of safe spaces where young Black men can gather and engage with one another. By focusing on young Black men at pivotal points in their personal and professional development, we hope to maximize our impact on their future earnings growth, career satisfaction, community involvement, and other long-term outcomes.

██████████ measures its success through regular participant surveys that track changes in related confidence and aptitude and gather valuable feedback regarding program quality. Surveys are designed to track participant progression in each key focus area throughout the duration of each program, and are administered in several forms, including email surveys, written surveys, focus groups, and community meetings/town halls. ██████████ values transparency in the feedback process, and shares survey results with its Board of Directors, staff, Scholars, and supporters, who then consolidate them into actionable insights and recommendations.

To date, ██████████ has served 158 Scholars, with 94% stating that they were clearer on their life and career goals after attending a ██████████ program. We also measure success in terms of our contributions to community-driven network and relationship-building efforts. Related metrics include the cumulative number of keynote speakers hired, jobs and internships placed, local staff hired, and working relationships facilitated.

Goals and Objectives

Through its programs and activities, ██████████ seeks to achieve the following outcomes:

1. Every Black man between the ages of 16-24 in Durham has access to career development programs, mentorship opportunities, and job referral networks.
2. Black men make up a representative percentage of business and community leaders in Durham.
3. All organizations serving young Black men in Durham are able to cooperate effectively in sharing data and best practices.

Theory of Change

Our programs integrate career-related skills training and community building to take a holistic approach towards economic empowerment. By focusing on serving young Black men (ages 16-24) at pivotal points in their personal and professional development, we aim to maximize our impact on their future earnings growth, career satisfaction, community involvement, and other long-term outcomes. We are also committed to improving the total infrastructure of support for

young Black men in Durham by collaborating with a cross-sector coalition of nonprofits, academic institutions, and local businesses that serve similar demographics.

We believe that young Black men benefit immensely from strong peer and mentor relationships, and from access to safe gathering spaces. Our program design is rooted in the My Brother's Keeper (MBK) Equity Framework, a resource developed by the Obama Foundation to guide organizational efforts to uplift and empower young men of color. The MBK Equity Framework defines a set of core values and elements of success that are shared and adopted by government, policy, development, equity, and organizational leadership from local and national organizations on the frontlines of youth and community development.

In order to increase collaborations with other organizations that are uplifting young men of color, [REDACTED] frequently applies the MBK Equity Framework in its program design and impact measurement. Collaboration is a key driver of [REDACTED]' impact, and [REDACTED] believes that meeting the career development needs of all of Durham's young Black men will require building an inter-organizational network of highly integrated services and databases. While [REDACTED] acknowledges the depth and complexity of the many social challenges facing its target demographic, it is firmly committed to its focus of providing quality career development opportunities to them as a means of improving life outcomes across the board.

Monitoring and Evaluation

Methodology: [REDACTED] measures its success through regular participant surveys that track changes in career-related confidence and aptitude and gather valuable feedback regarding program quality. Surveys are designed to track participant progression in each key focus area throughout the duration of each program, and are administered in several forms, including email surveys, written surveys, focus groups, and community meetings/town halls. [REDACTED] values transparency in the feedback process, and shares survey results with its Board of Directors, staff, Scholars, and supporters, who then consolidate them into actionable insights and recommendations.

Measurement Tools: [REDACTED] uses the following measurement tools to track its progress towards program goals and objectives:

- [Impact and Evaluation Deck](#)
- [Onboarding Survey](#)
- [Weekly Check-in Prompt](#)
- [Success Summit Scholars Monthly Survey](#)
- [Annual Conference Survey](#)
- [Mentee Ownership Evaluation](#)

Impact Metrics

Scholars served: 158

of job and internship placements: 35

of hires from local communities: 6

of keynote speakers hired: 17

of official corporate partners: 22

Total hours of instruction: 300+

of Annual Conferences held: 3

of Pop Up Talks held: 24

of Scholars Programs cohorts: 2

Key survey results from the 2020 Annual Conference:

- The conference was rated 4.7/5 stars on average
- 76% of youth participants stated that they would return for another year.
- 94% of youth participants stated that they were clearer on their life and career goals after attending the conference.
- 100% of youth participants stated that they walked away from the conference with actionable tools and skills that they could use in their lives.

Key survey results from the 2021 Scholars Program:

- 100% of Scholars planned to stay in contact with the [REDACTED] team
- 100% of Scholars planned to stay in contact with at least one other Scholar
- 100% of Scholars saw an increase in the number of professional mentors in their immediate network
- 100% of Scholars were more confident in their professional skills as a result of the program
- 87.5% of Scholars expressed interest in an alumni program

Key survey results from the 2021 Annual Conference:

- The conference was rated 4.5/5 stars on average; speaker quality was rated 4.7/5
- 92% of youth participants stated they were clearer on their life goals after attending the conference.
- 90% of youth participants stated they would recommend our program to a friend
- 92% of youth participants states they would be interested in a cohort-based program focused on career development

Financial Information

Fiscal Year: January 1 - December 31, 2022

FY22 Budgeted Revenues: [REDACTED]

FY22 Budgeted Expenses: [REDACTED]

FY21 Actual Revenues: [REDACTED]

FY21 Actual Expenses: [REDACTED]

Audited/Reviewed Financial Statements

[990-N](#)

Budget Expense Ratio (Current FY):

- **Administrative and management:** 62%
- **Fundraising:** 13%
- **Program service:** 25%

Budgets

Annual Operating Budgets

[FY22 \(v1\)](#)

[FY22 \(v2\)](#)

Budget Narrative:

Program Cost

- **Pop Up Talks:** [REDACTED]
- **Annual Conference:** [REDACTED]
- **Success Summit Scholars:** [REDACTED]

Financial Sustainability

[REDACTED] is currently funded through a combination of grants (50%), corporate sponsorships (30%), major gifts (15%), and crowdfunding campaigns (5%). In 2022, [REDACTED] seeks to raise a total of \$135,000 in grant funding, with \$25,000 currently committed through the Triangle Community Foundation and the NC IDEA Foundation.

Income Strategy: Since its founding, [REDACTED] has relied heavily on donations from the Executive Director, board members, and community members. However, [REDACTED] has been actively developing income potential in several areas. It aims to achieve financial sustainability within 5 years by securing and balancing the following revenue streams:

Grants: [REDACTED] has been steadily improving its grant readiness and fundraising capacity and secured several grants in 2021 to cover program-related expenses. [REDACTED] seeks to secure grants that fund new programs and capacity-building initiatives. However, [REDACTED] does not currently see grants as a sustainable, long-term funding source for general operations.

Corporate Sponsorships: [REDACTED] has successfully partnered with local businesses and corporations to fund its Annual Conference and provide keynote speakers. In exchange for sponsorship funds, [REDACTED] offers partners an opportunity to speak and present directly to Scholars at the conference.

Donations: [REDACTED] aims to build a strong base of recurring donors who are highly informed about its work. The board will take the lead in cultivating relationships with prospective donors and will leverage its strong network within Durham's academic and private sector institutions. The recurring donor base will be a major funding source for [REDACTED]' general operations.

Earned income: For earned income, [REDACTED] intends to license recordings, curricula, and other materials from the annual conference (the trademark for the conference has been registered and secured). Other possible earned income streams include advertising on [REDACTED]' digital platform and monetizing networking events.

Crowdfunding and Fundraising Events: [REDACTED] has a strong social media presence (over 2,800 followers across platforms and high engagement thanks to Google for Nonprofits Ad Grant of \$10K per month, which accelerates our crowdfunding and online fundraising abilities. Facebook and Instagram tools. Giving Tuesday and Scholars Graduation are key, annual development events for us. We also leverage Facebook and Instagram fundraising tools to run regular fundraising campaigns.

Sustainability: [REDACTED] seeks to sustain its programming through several reliable income streams. We will continue to focus on career development as our primary focus area and build a base of purpose-driven funders and donors that are united in their mission to help young Black men accelerate their careers. In the future, [REDACTED] plans to launch a sister organization to operate a volunteer program and a fund development program, as well as open a physical location in Durham.

Recent funders and sponsors include the Triangle Community Foundation, NC IDEA Foundation, the Christensen Center for Family Innovation, Blue Cross Blue Shield of NC, and Buzzer Media. In the future, we plan on continuing to cultivate strong relationships with mission-aligned funders and sponsors who are interested in supporting our programs through multi-year grant or sponsorship funding.

While we are seeking to reduce our reliance on board donations, they will continue to be an important funding source in the short term. In the mid-to-long term, we hope to build a strong base of recurring donors to ensure financial stability against the unpredictability of board donations and grant funding. Finally, we are exploring the possibility of licensing the Success Summit Scholars curriculum as an earned income stream.

Financial Controls: Accounting is handled by an independent, external firm (D&J).

Past Funders

| Name | Year | Amount | Program |
|----------------------------------|------------|-----------------|--------------------------------|
| [REDACTED] | 2022 | \$10,000 | General Operating |
| [REDACTED] | 2021, 2022 | \$15,000 | Annual Conference, Scholars |
| [REDACTED] | 2021 | \$50,000 | Scholars |
| [REDACTED] | | \$10,000 | Marketing |
| [REDACTED] | | \$5,000 | Scholars |
| Board Donations | | \$25,000 | General Operating |
| • [REDACTED] | | \$20,000 | |
| • [REDACTED] | | \$5,000 | |
| Major Gifts / Individual Donors: | | \$13,000 | General Operating |
| • [REDACTED] | | \$3,000 | |
| • [REDACTED] | | \$5,000 | |
| • [REDACTED] | | \$5,000 | |
| Social Media Campaigns | | \$6,900 | Scholars |

Appendix

Press

Articles

- [Indyweek - "A Trio of Champions" Will Spend the Weekend Guiding Young Black Men in Durham Towards Success](#)
- [Duke Engineering - Duke Engineering Teams with \[REDACTED\] to Provide Entrepreneurial Training to Local Youths](#)
- [Newsires - \[REDACTED\] Partners with Grow with Google Program to Provide Key Digital Skills to Black Male Youth](#)

Videos

- [ABC 11 - TV Coverage of 2020 Virtual Conference](#)
- [ABC 11 - TV Coverage of Pop Up Summer Tour](#)
- [Spectrum News - TV Coverage of Annual Conference](#)
- [\[REDACTED\] - Who We Are](#)
- [\[REDACTED\] - 2022 Scholars Program Recap](#)

Reviews and Testimonies

[REDACTED], 2019 [REDACTED] *Participant:*

“I’m thankful this was created. I think it gives people like myself and others a space to be themselves. We don’t always fit into these social norms that we like to make in society. Some of us have different ways of being creative, of thinking. This space is for that.”

[REDACTED], 2020 [REDACTED] *Participant & 2021 Scholars Program:*

“Through [REDACTED], I was able to express who I am and who God made me to be. I was able to get knowledge from others and apply it for a better life with a new group of friends to keep me focused on campus.”

[REDACTED], 2021 [REDACTED] *Participant:*

“Before the [REDACTED] program, I was kind of lost and confused. I didn’t know what my future was. I wanted to have a good future, but I didn’t know where to start. I didn’t know what stuff to research. I didn’t know who to talk to. The things that I took from [REDACTED] are

that it doesn't matter what job or field you go into, as long as you learn something from it, and you have fun with it, it's good."

Alumni Spotlights

██████████, 2022 Scholars Program Alumni

██████████ is a 15-year-old sophomore in high school and a 2022 Success Summit Scholar. As the youngest Scholar in the most recent cohort, ██████████ felt reserved and unsure about his communication skills at first. His goals for the program were to improve his interviewing skills and chart a path towards employment in the cybersecurity industry.

By the end of the program in March, ██████████ had become an outspoken member of our monthly Youth Advisory Council meeting. He had developed a clear plan to attend top universities in North Carolina, and felt prepared to apply and interview for cybersecurity internships. He was able to clearly identify his personal strengths and weaknesses, and also felt more confident in his long-term life and career outcomes. In his final reflection, ██████████ articulated a clear, long-term vision to be financially stable, debt-free, and accountable to his family.

Future plans aside, the Scholars Program was a powerful outlet for ██████████'s passion for Black History. After the Scholars visited the Harvey B. Gantt Center for African-American Arts + Culture in Charlotte, ██████████ reflected that, "I love my Black History ... to me being a black man is to be a positive role model for younger black men so they don't go down the wrong path. Being a black man is showing people that not every black male is a "thug", or any other stereotypes."

We are proud of David's many accomplishments this year, and look forward to watching him grow in the years to come.

██████████, 2022 Scholars Program Alumni

██████████ is a 23-year-old recent graduate of UNC Chapel Hill and a 2022 Success Summit Scholar. Coming into the Scholars program, ██████████ was determined to succeed at his 9-5 job, but was unsure about where his other passions, football and clothing design, would fit into his life as he transitioned from college into the workforce.

Though initially hesitant to join, as he assumed ██████████ would be geared towards younger men in high school or college, he soon realized that the transition from college to the workforce is equally as important as the one after high school. Through the guidance and coaching the Scholars Program provides, ██████████ became more sure about his future and how he plans to reach both financial freedom and the freedom to do what makes him happy.

Since the end of the Scholars program, ██████████ has expanded his clothing brand, including selling some pieces in a local clothing store. Additionally, he has accepted an opportunity with the Miami Heat, with the plan of moving from Durham to Miami. Through these two successes,

██████████ has truly found ways to balance financial freedom with his love of clothing design and sports. ██████████ is so proud of ██████████ and looks forward to watching him achieve more of his dreams.

██████████, 2022 Scholars Program Alumni

- Secured employment as Scholar In Residence (internal three-month position) assisting with digital marketing

██████████ is a 22 year-old Scholars Program Alumni who has many passions including cooking, photography, videography, and more. He loves learning something new every day and meeting new people. However, before becoming a scholar, ██████████ was constantly working different jobs trying to grow his savings for his future and create generational wealth. He was struggling to see how he could incorporate his hobbies into his career.

When he became a Scholar, ██████████ was immediately able to take advantage of the holistic, in-depth, one-on-one mentoring that ██████████ has to offer. The professional guidance he received during the 12 weeks he was a part of the Scholars Program allowed him to gain more insight into his own career development and his goals for the future. ██████████ grew not only in his professional skills, but also in his confidence. Through ██████████ he learned to “say it with [his] chest” and he gained faith in his talents and his passions.

Recently, ██████████ utilized his passion for and skills in media production to seize an opportunity to become a Scholar in Residence at ██████████ focusing on digital marketing. We can’t wait to watch ██████████ continue to grow as he strives to achieve his dreams.

██████████, 2022 Scholars Program Alumni

- Joined ██████████ as intern (2022)

██████████, 2020 & 2021 ██████████ Conference Participant, 2022 Scholars Program Alumni

- Secured summer employment with Buzzer Media (2022)

██████████, 2020 ██████████ Participant & Youth Advisory Council Chair

... ██████████’s story (Children’s Author/Community Organizer)

Sample Curricula

- [Curriculum Plan](#)
- [Leader Script Presentation](#)
- [Curriculum Slides and Presentations](#)
- [SMART Goals Worksheet](#)
- [Leader Type Description & Questions](#)

- [REV Coaching Guide](#)