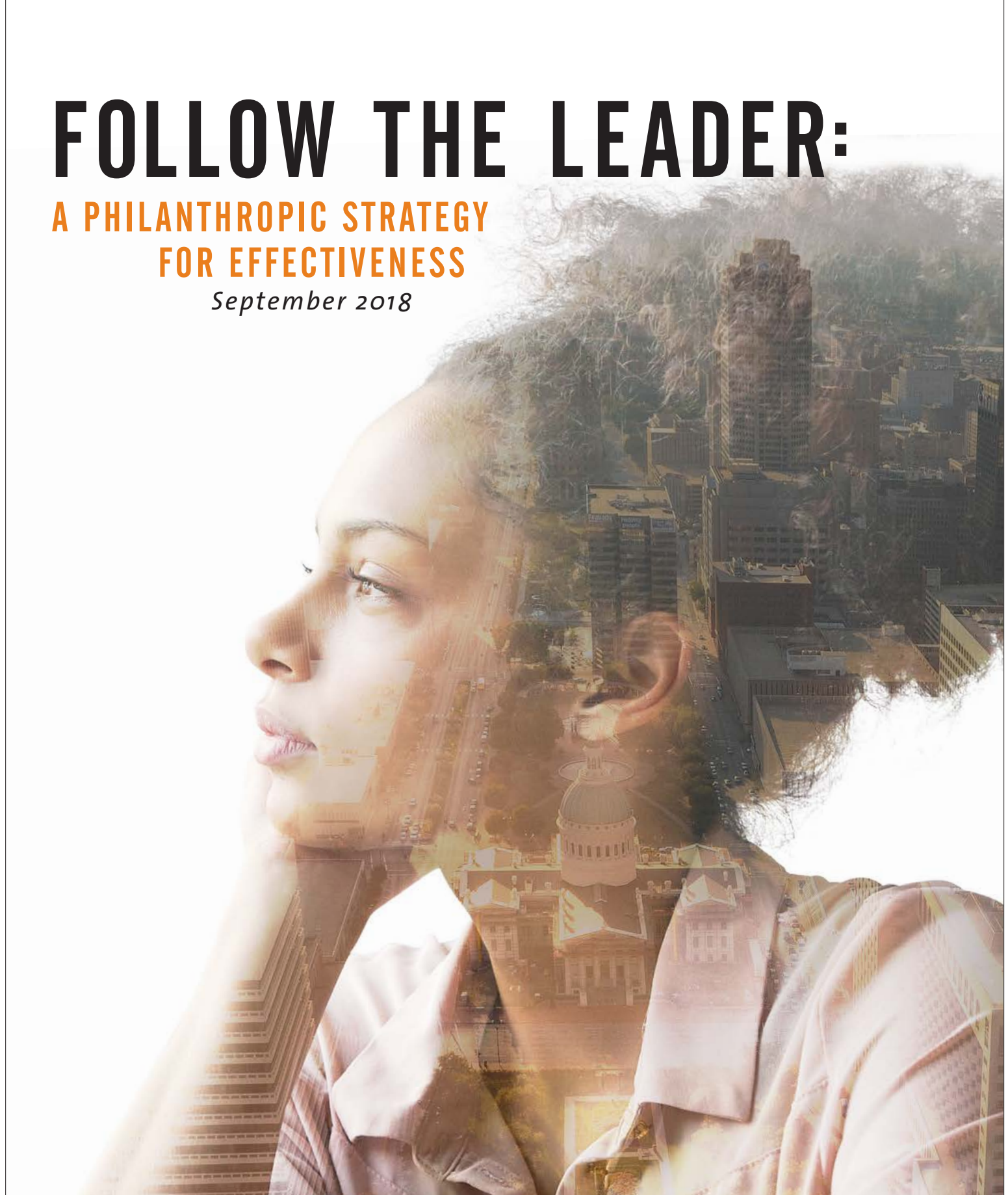


FOLLOW THE LEADER:

A PHILANTHROPIC STRATEGY FOR EFFECTIVENESS

September 2018



Based upon the *State of Black-led Nonprofits in the St. Louis Metropolitan Area Survey*
Prepared for Deaconess Foundation by MWR Consulting

DF DEACONESS
FOUNDATION

ST. LOUIS' PHILANTHROPIC LEADERSHIP

St. Louis is renowned for its philanthropy. The region is marked by stellar social sector organizations and well-endowed institutions of higher learning.

The United Way of Greater St. Louis, Big Brothers Big Sisters of Eastern Missouri and the Urban League of Metropolitan St. Louis have all been recognized in recent years as leaders (by far) of their respective national networks. As we produce this report, two local foundation executives chair the boards of national philanthropic support organizations and one university celebrates the successful conclusion of a \$3.3 billion campaign. Our metropolitan area consistently ranks near the top of Charity Navigator's annual [Metro Market Study](#) assessing the financial, accountability and transparency practices of not-for-profit organizations.

It may appropriately be stated that the work of the social sector characterizes and comprises much of the *Spirit of St. Louis*.

As such, we have wrestled at least as much as other sectors in the region with issues of race and responses to institutionalized racism in our practices. Indeed, the watchwords "racial equity" have echoed in our halls consistently over the last four years. What is uniquely at stake for us is the capacity to achieve missions that transform lives. When our effectiveness is not optimized, it may negatively impact the health and well-being of children, elders and neighbors with developmental differences and families struggling with fewer assets and less income.

This report is designed to inform and support philanthropic decision-makers – from trustees and donors, to executives and program officers – who want to effectively pursue their stated missions by responding to one particularity of race in the context in which we live.

THE IMPACT OF A RACIAL LEADERSHIP GAP

Ongoing research from distinguished sources, including BoardSource and CompassPoint, over the last generation detail racial disparities in nonprofit leadership. As demographic trends in the nation move swiftly toward a majority of people of color in the population, the percentage of nonprofit executive directors of color remains under 20%.¹ With support from Annie E. Casey Foundation, in 2017 the Building Movement Project conducted the Nonprofits, Leadership and Race Survey to explore causes for the racial disparity.

In the report of key findings from the survey, entitled [Race to Lead: Confronting the Nonprofit Racial Leadership Gap](#) based upon analysis of more than 4,000 responses, researchers shined new light on the sources of the gap in the social sector. By disproving any statistical differences in educational attainment, preparation or aspiration for leadership between people of color and their white counterparts, the report shifted responsibility for the disparity from “those who are targeted to those who oversee organizations as well as the sector overall.” In this regard, respondents specifically invited Funders to act.

The groups that push norms in the sector are often those that either provide incentives (funders) and groups that set standards (associations). These institutions can provide forward-looking leadership, discussing why sector organizations should be on the forefront on race and race equity as well as offering support for organizations to adopt new practices.

¹Bell, Jeanne, Rick Moyers, and Tim Wolfred, Daring to Lead 2006: A National Study of Nonprofit Executive Leadership (San Francisco, CA: CompassPoint and the Meyer Foundation, 2006); Cornelius, Marla, Rick Moyers, and Jeanne Bell, Daring to Lead 2011: A National Study of Executive Director Leadership (San Francisco, CA: CompassPoint Nonprofit Services and the Meyer Foundation, 2011). BoardSource, Leading with Intent: An National Index of Nonprofit Board Practices (Washington, DC: BoardSource, 2015).

Race to Lead respondents concluded that the lack of leadership from people of color is problematic and hinders organizational and sector effectiveness. Their assessment is validated in a 2015 briefing paper of national social sector consultants, TCC Group. In [Capacity Building 3.0: How to Strengthen the Social Ecosystem](#), researchers chronicle the evolution of the field of capacity building from a focus on the acquisition of knowledge and skills for individuals, through the shoring up of organizations to targeted performance optimization for institutions and ecosystems. In the “3.0” version of social sector strengthening they highlight the need for “relational capacity,” defined as the ability to understand your ecosystem and to structure yourself to be adaptive as it evolves. Among eight critical inputs for relational capacity, they center “engaging diversity, equity and inclusion (DEI).”

For application, it is helpful to consider how “relational capacity” is used in individual or service contexts. Educators speak of relational capacity as the level of trust and safety between the teacher and the student. In management, the need to connect and reflect shared values in order to be able to share feedback and direction is noted. In the field of nursing, five relational capacities are considered key to the healing profession: initiative, authenticity, and responsiveness; mutuality and synchrony; [honoring] complexity and ambiguity; intentionality in relating; and re-imagining.²

With these examples in view, we see more plainly how diverse human capital and leadership of nonprofits impacts their effectiveness. Governance and Management with cultural proximity to the communities engaged by the institution engender the trust of people served, mobilized or advocated for. Without this trust – especially within shifting demographic contexts and with the ethnic disproportionality of people in need of social sector supports – organizations struggle to connect in ways that feed adaptivity to the environment and responsiveness to community, necessary for programmatic and operational effectiveness.

² [researchgate.net/publication/13850867_Relational_capacity_The_foundation_for_interpersonal_nursing_practice](https://www.researchgate.net/publication/13850867_Relational_capacity_The_foundation_for_interpersonal_nursing_practice) [accessed Sep 18 2018].

HOW IS THE RACIAL LEADERSHIP GAP IMPACTING ST. LOUIS PHILANTHROPY?

Hearing this, civic and sector leaders concerned for the spirit of St. Louis may well ask:

- **How is the racial leadership gap impacting nonprofits in our region?; or**
- **What steps can Funders take to strengthen the social ecosystem and assure effectiveness in our work?**

Local funders and consultants pursuing racial equity in grantmaking to enhance their effectiveness asked similar questions in recent years. In the [Grantmaking with a Racial Equity Lens](#) report, GrantCraft and the Philanthropic Initiative for Racial Equity suggest “Gathering Data on Grantees and Grant Making Patterns” as a means for implementing a commitment to racial equity. The percentage of grants focused on people-of-color-led organizations is mentioned as a baseline from which to measure progress.

With African Americans comprising the largest non-white group in the St. Louis region and reports, including [For the Sake of All](#) and [Forward Through Ferguson: A Path Toward Racial Equity](#), accentuating the impact of racial disparities on the Black community, specific emphasis was placed on Black-led nonprofits. Unfortunately, no central dataset existed regarding the status, needs, funding levels or priorities for Black-led nonprofits in St. Louis.

Some funders interested in the approach had not begun to collect the data in-house. In fact, at least one initiative with dedicated funding earmarked for Black-led organizations was thwarted due to inability to identify and build productive relationships with targeted organizations. In short, **FUNDERS’ ABILITY TO EVALUATE PROGRAMS AND ACCOMPLISH GOALS WAS INHIBITED BY INSUFFICIENT DATA, DISAGGREGATED BY RACE.**

[Deaconess Foundation](#) commissioned [MWR Consulting](#), to help us learn more about the **STATE OF BLACK-LED NONPROFITS IN THE ST. LOUIS METROPOLITAN AREA**. Beginning in the Fall of 2017, MWR researched similar reports from other communities, developed a research protocol, placed a survey in the field and conducted focus groups with non-profit leaders. Colleagues from [Missouri Foundation for Health](#), [Incarnate Word Foundation](#) and the [St. Louis Mental Health Board](#) joined a working group to press and reflect upon early findings, give input for report development and develop recommendations.

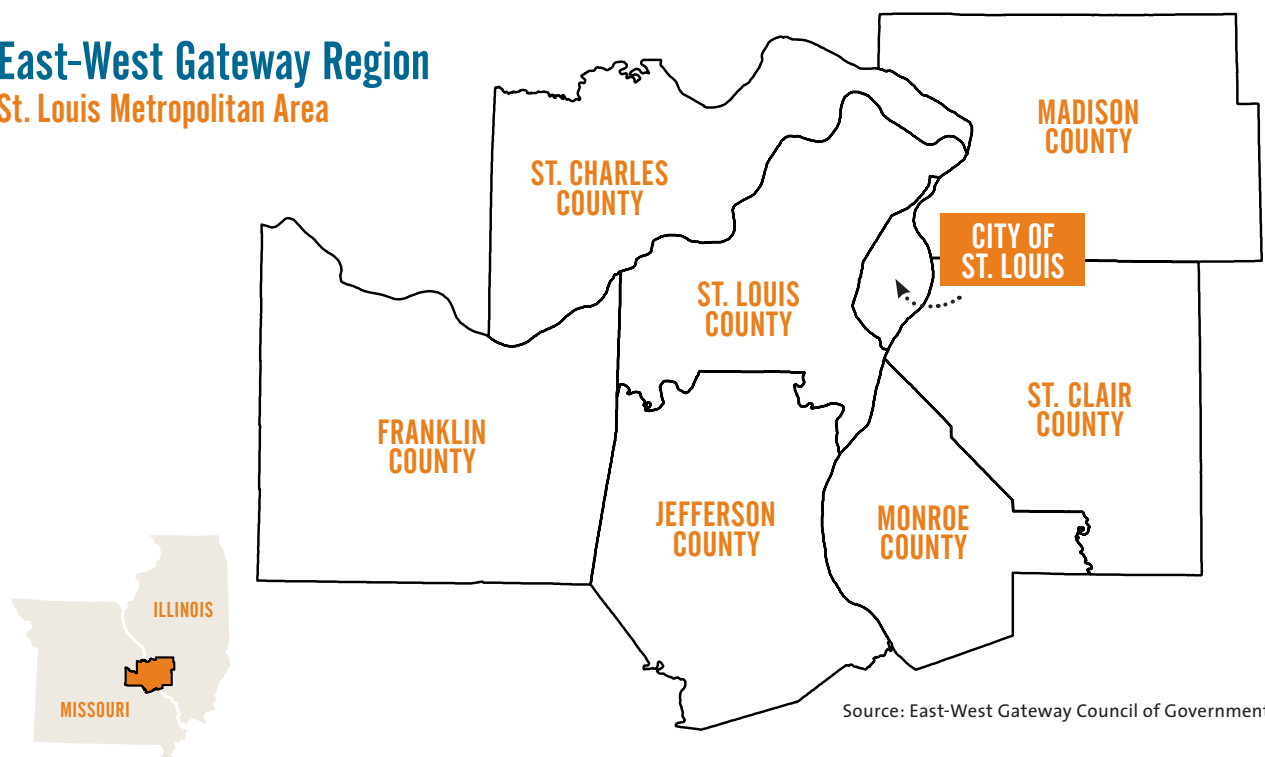
BY THE NUMBERS: THE STATE OF BLACK-LED NONPROFITS IN THE ST. LOUIS METROPOLITAN AREA

The survey and this report are designed to initiate the collection of data and create a beginning data set as a resource for learning and future development by the field. The project further aimed to better understand the local landscape and inform the development of strategies to provide long-term sustainability. Yet, we believe even the identification of Black-led organizations in the region will be a valuable asset for philanthropic practice.

A promising example for future development can be found in the Bay Area United Fund's Black-Led Organizations in the Bay: From Crisis to Change Report from February 2015.

The geographic focus of the St. Louis study was the East-West Gateway Council of Governments footprint which includes: St. Louis City, St. Louis, Jefferson, Franklin and St. Charles Counties in Missouri and Madison, Monroe and St. Clair Counties in Illinois. Organizations were classified as Black-led based if either the Chief Executive Officer or Chief Volunteer Officer identifies as Black.

East-West Gateway Region St. Louis Metropolitan Area



BY THE NUMBERS: PROFILE OF ST. LOUIS BLACK-LED ORGANIZATIONS

152 BLACK-LED NONPROFITS WERE IDENTIFIED

91 IDENTIFIED ORGANIZATIONS RESPONDED TO SURVEY

17 BLACK NONPROFIT LEADERS PARTICIPATED IN THE STUDY FOCUS GROUP

63% OF SURVEY RESPONDENTS ARE LOCATED IN ST. LOUIS CITY

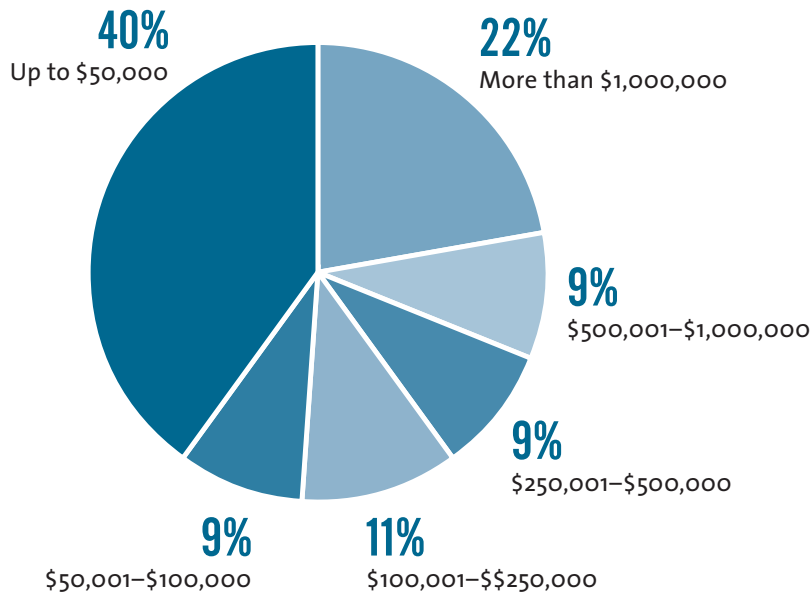
BUDGETS VARY GREATLY. **48%** UNDER \$100K AND **41%** ABOVE \$250K, ANNUALLY

64% OF GOVERNING BOARDS ARE ALL-BLACK OR MAJORITY BLACK

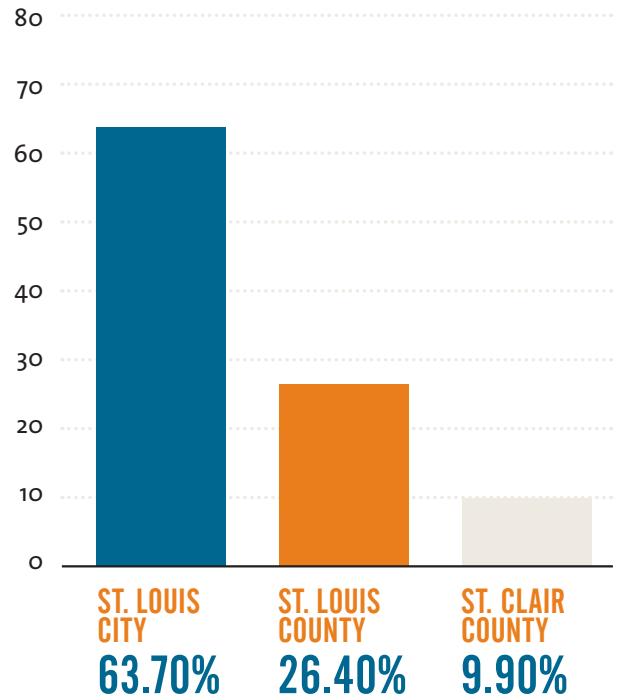
40% HAVE MORE THAN ONE FOCUS AREA. MOST FREQUENT FOCUS AREAS ARE: YOUTH DEVELOPMENT, CIVIC ENGAGEMENT AND COMMUNITY DEVELOPMENT

MORE THAN **90%** OF LEADERS HAVE LEVERAGED PROFESSIONAL OR LEADERSHIP DEVELOPMENT OPPORTUNITIES

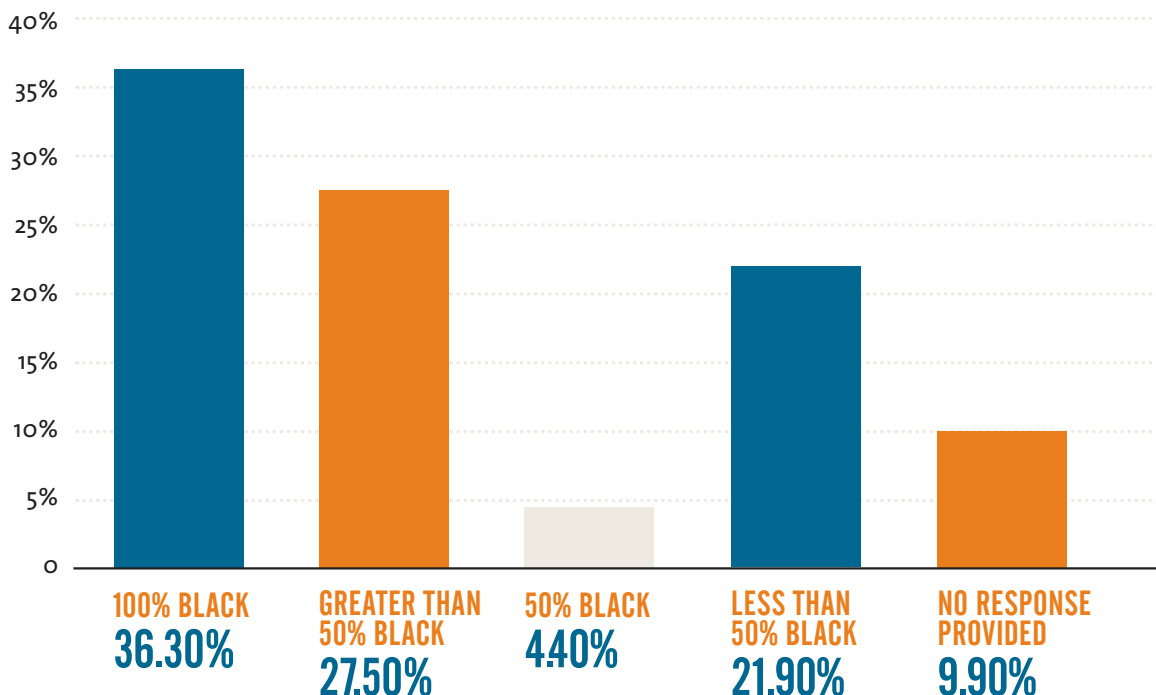
BUDGET SIZE OF BLACK-LED NONPROFIT ORGANIZATIONS



LOCATION OF BLACK-LED NONPROFIT ORGANIZATIONS



RACIAL COMPOSITION OF BOARDS FOR BLACK-LED NONPROFIT ORGANIZATIONS



FOCUS AREAS OF BLACK-LED NONPROFIT ORGANIZATIONS IN ST. LOUIS METROPOLITAN AREA

FOCUS AREA	NUMBER	% OF ORGANIZATIONS
YOUTH DEVELOPMENT	28	30.7%
ADVOCACY/CIVIC ENGAGEMENT/LEGAL	22	24.1%
COMMUNITY DEVELOPMENT	22	24.1%
GENERAL SOCIAL SERVICES/FAMILY SUPPORT	18	19.7%
HOUSING	11	12.0%
HEALTH/MENTAL HEALTH	11	12.0%
SENIOR CITIZENS	2	2.1%
OTHER	15	16.4%

¹ Some nonprofits identified multiple categories under “Type of Nonprofit.” “% of Organizations” values are not exclusive and contain multiple responses from the same organization.

TYPES OF PROFESSIONAL AND LEADERSHIP PARTICIPATION AMONG BLACK-LED NONPROFIT ORGANIZATION LEADERS IN ST. LOUIS METROPOLITAN AREA

TYPE OF PARTICIPATION	NUMBER	% OF ORGANIZATIONS
LEADERSHIP TRAININGS/WORKSHOPS	58	63.7%
BOARD DEVELOPMENT/BOARD GOVERNANCE	41	45.1%
LEADERSHIP CERTIFICATION PROGRAMS	27	29.7%
MENTORSHIP	17	18.7%
PROFESSIONAL ASSOCIATIONS OR AFFINITY GROUPS	16	17.6%
EDUCATIONAL ADVANCEMENT	11	12.1%

² Some nonprofits identified multiple categories under “Type of Professional and Leadership Participation.” “% of Organizations” values are not exclusive and contain multiple responses from the same organization.

SMART ST. LOUIS GRANTMAKING WILL FOLLOW THE [BLACK] LEADERS

Since 2008, [Grantmakers for Effective Organizations \(GEO\)](#) has engaged a

national landscape study every three years entitled, *Is Grantmaking Getting Smarter?* For the first time, in the report released in November of 2017, the survey asked questions about diversity, inclusion

and equity revealing important trends. Chief among the new findings was that “Grantmakers understand that equity is linked to their ability to achieve their work, but we are struggling to institutionalize it and put equity into practice.”

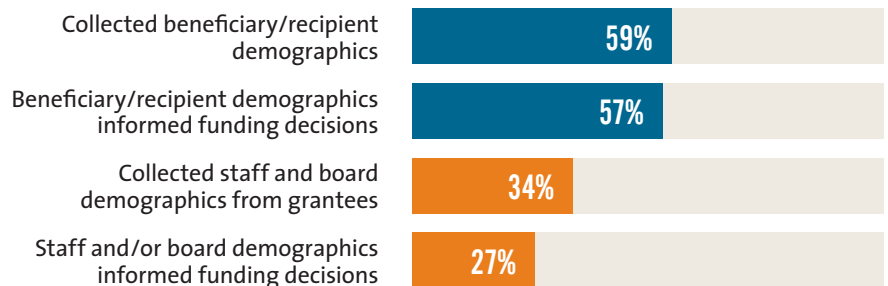
So, **ST. LOUIS FUNDERS ARE NOT ALONE.** We may have some catching up to do in other areas, though. Of the foundations responding to GEO, more than 4 in 5 consider diversity, inclusion and equity in their work. 45% say it’s either Central or Essential. Another 39% affirm that it is Relevant.

In the space of tracking, funding and evaluating support for leaders of color, GEO report reveals an opportunity for more St. Louis philanthropic leadership. While the majority of funders collect demographic data for beneficiaries and consider it in making funding decisions, less than 35% collect and use this information for staff and boards or groups applying for support. Now that we have baseline data on Black-led nonprofits, using it to influence funding decisions will be critical.

We would also do well to listen closely to the voices of the 91 Black leaders in the St. Louis region who responded to the State of Black-led Nonprofits Survey and our philanthropic colleagues. Through survey responses, a July 31, 2018 focus group and listening session of nonprofit leaders conducted at Deaconess Center for Child Well-Being and multiple reflection sessions facilitated by MWR Consulting with local funders, the following specific recommendations for action were determined. Not surprisingly, the local recommendations overlap with the calls from Race to Lead, TCC Group, Grantmaking with a Racial Equity Lens and Grantmakers for Effective Organizations.

The majority of organizations are missing key opportunities to learn about grantees.

The majority of grantmakers are using beneficiary demographics to inform their funding decisions.



Funders responding sometimes, often or always

INVITATION TO ACTION

1. Alter the Ecosystem to make it more supportive of Black leadership.

As noted in the Race to Lead study, the racial leadership gap is not due to deficits in education or aspiration of leaders of color. Rather, the study notes the two key factors in causing the gap are: (1) implicit biases (including structural biases) of boards of directors and processes that choose executive directors and (2) lack of access to social networks with financial capital.

With this said, local leaders suggest funders:

- *Support or provide **Implicit bias training for board of directors**; and*
- *Provide **access to capital, including multi-year funding and general operating support***

An intersecting footnote here is that according to the GEO field study, only 9% of foundation boards of directors had completed training or self-assessment on DEI-related topics. So, the training opportunity may well be leveraged by the funders themselves.

2. Invest in Black-led Organizational Capacity Building.

This tactic may begin with philanthropic **support for organizational assessment** using tools like TCC Group's, Core Capacity Assessment Tool. The tool provides analysis of nonprofit organizations' Adaptive, Leadership, Management and Technical Capacities. It also provides a prioritized capacity building plan for the organization based upon the data. With such assessments complete, funders would also have validated metrics for the success of Black-led organizations to consider in funding decisions.

Ongoing needs could be supported by a **pooled fund to support Black-led nonprofit capacity building**. Such a fund would not support programmatic efforts, only operating, strategic and technical strengthening activities for selected organizations or projects.

3. Nurture the pipeline of Black leaders in the social sector.

The high percentage (more than 90%) of Black leaders leveraging **professional and leadership development opportunities** reveal good ground for investing in more and reducing the strain on organizational budgets by sponsoring participation in such.

Nonprofit leaders in our focus group were particularly interested in **peer-to-peer exchange and convening** opportunities for Black nonprofit leaders. Intergenerational dialogue was mentioned as highly valued.

CONCLUSION

St. Louis continues to provide remarkable leadership in the social sector. This position can be strengthened by strategic investments in Black-led social sector institutions. By choosing to do so, local funders will be engaging the best learning from the philanthropic sector, responding to articulated needs from their most critical partners and making their efforts to pursue positive social change even more effective.



METRO-EAST, ILLINOIS BLACK-LED ORGANIZATIONS

ORGANIZATION NAME	LEADERSHIP	WEBSITE	COMPLETED SURVEY
BIG BROTHERS BIG SISTERS OF SOUTHWESTERN IL	Barbara A. Cempura, Interim President & CEO Patricia Wharton, Board Chair	bbbsil.org	✓
BROOKLYN BULLS BASKETBALL	Connie Dailey, Executive Director	facebook.com/people/brooklyn-bulls/100008123748740	
CASA OF SOUTHWESTERN ILLINOIS	Mechiko White, Executive Director Darlene Roy, Board Chair	casaofswil.org	✓
CENTER FOR RACIAL HARMONY	Jerril Jones, President Robert Wells Jr., President Pro Tem	centerforracialharmony.org	
CHRISTIAN ACTIVITY CENTER	Rev. Chet Cantrell Rev. Jeff Williams, Board Chair	cacesl.org	
COMMUNITY DEVELOPMENT SUSTAINABLE SOLUTIONS	Stephanie Bush, Executive Director	cdss-esl.org/cdss-esl/home	
COMMUNITY LIFELINE	Wyvetta Granger, Executive Director Kendall Granger, Board Chair	communitylifelineestlnp.org	✓
EMERSON PARK DEVELOPMENT CORPORATION	Vickie Kimmel, Executive Director Anthony Tarvin, Board Chair	emersonpark.org	✓
HEALTH VISIONS EAST ST. LOUIS	Paula Wills, Executive Director Adeline Torres, Board Chair	hvusa.org	
HOUSE OF MILES	Lillian Parks, Executive Director	houseofmilesestl.org	✓
JACKIE JOYNER-KERSEE FOUNDATION	Jackie Joyner-Kersee, CEO Alex Fennoy, Board Chair	jjkfoundation.org	
KATHERINE DUNHAM CENTERS FOR ARTS AND HUMANITIES	Leverne Backstrom, President Pro Tem	kdcah.org	✓
LANSDOWNE COMMUNITY INITIATIVE (UNITY LUTHERAN CHURCH)	Rev. John Albers, President	facebook.com/lansdowneeaststlcl.org	
LESSIE BATES DAVIS NEIGHBORHOOD HOUSES	Gary Gatson, Executive Director Earl McDowell Jr., Board Chair	lessiebatesdavis.org	✓
MADISON COUNTY URBAN LEAGUE (IL)	Brenda Walker McCain, CEO Hon. Duane Bailey, Board Chair	ulmadisonco.org	
MT. SINAI DEVELOPMENT CORPORATION	Dennis Jackson, President Pastor Herman Watson, Board Chair	sinailifecenter.com	✓
NAACP EAST ST. LOUIS	Stanley Franklin, President	estlnaACP.org	
OUR COMMUNITY LISTENS	Pamela King, Chapter Leader	ourcommunitylistens.org	
ST. CLAIR COUNTY VOLLEYBALL CLUB	MyKeia Crogier, Club Director	scc-vc.com	✓
SUNSHINE CULTURAL ARTS CENTER	Sunshine Lee, Executive Director	sunshineculturalartscenter.com	
THE BIZ SPOT COMMUNITY	Devon Moody-Graham, Founder	thebizspot.weebly.com	✓
UNITED CONGREGATIONS OF METRO EAST	Juan Soto, Executive Director Rev. Norma Patterson, Board President	ucmetroeast.org	

ST. LOUIS CITY BLACK-LED ORGANIZATIONS

ORGANIZATION NAME	LEADERSHIP	WEBSITE	COMPLETED SURVEY
100 BLACK MEN OF METROPOLITAN ST. LOUIS	Leroy Shumpert Jr., President	100blackmenstl.com	✓
ALMOST HOME	Lakesha Robinson, Interim Executive Director Brigienn Cunningham, Board Chair	almosthomestl.org	✓
AMERICAN FRIENDS SERVICE COMMITTEE — ST. LOUIS	Joshua Saleem, Executive Director	afsc.org/office/st-louis-mo	✓
ANNIE MALONE CHILDREN AND FAMILY SERVICES	Sarah Lahman, CEO Cozy Marks, Board Chair	anniemalone.com	✓
ARCH CITY DEFENDERS	Blake Strode, Executive Director Stephanie Grise, Board Chair	archcitydefenders.org	✓
ATHLETIC SCHOLARS ACADEMY, INC.	Daniel J. Robinson, Executive Director & Board Chair	athleticscholarsacademy.com	
BAILEY YOUTH ENRICHMENT FOUNDATION	Harold Bailey, Executive Director Aline Phillips, Board Chair	byefstl.com	✓
BETTER FAMILY LIFE	Malik Ahmed, CEO Etefia Umana, Board Chair	betterfamilylife.org	✓
BETTY JEAN KERR PEOPLE'S HEALTH CENTER (STL CITY)	Dwayne Butler, CEO Cozy Marks, Board Chair	phcenters.org	
BIG BROTHERS BIG SISTERS OF EASTERN MISSOURI	Becky James Hatter, CEO Darryl Jones, Board Chair	bbbsemo.org	✓
THE BLACK REP	Ron Himes, Producing Director Larry D. Richardson, Interim Board President	theblackrep.org	
BOOKS FROM BEKKAH	Rebekkah Johnson, CEO & Board Chair	booksfrombekkah.org	
BRAND FOUNDATION	Philip Sangokoya, President Chavelle Patterson, Board Chair	brandofstl.com	✓
CALL TO CONSCIENCE	Linda Jo Smith, Executive Director	acalltoconscience.org	✓
CALVARY COMMUNITY DEVELOPMENT CORPORATION, CDC	Wilbert Goatley, President Cothran Killinya, Board Chair	rgibson99.brinkster.net	
CARESTL HEALTH (FORMERLY MYRTLE HILLARD DAVIS COMPREHENSIVE HEALTH CENTER)	Angela Clabon, CEO Melvin L. Raymond, Board Chair	mhdhc.org	
CENTER FOR ACCELERATION OF AFRICAN-AMERICAN BUSINESSES (CAAAB)	Eddie G. Davis, Executive Director	caaab.org	
CHEROKEE STREET REACH	Eric White (Prospect), Executive Director	facebook.com/cherokee-street-reach-397581010423660	
COALITION AGAINST POLICE CRIMES & REPRESSION	John Chasnoff, Co-Chair Jamala Rogers, Co-Chair	capcr-stl.org	
COMMUNITIES FIRST	Maggie Hourd-Bryant Aaron Gardner, Board Chair		
COMMUNITY HEALTH-IN-PARTNERSHIP SERVICES	Judy Bentley, CEO	chipsstl.org	✓

ST. LOUIS CITY BLACK-LED ORGANIZATIONS (CONT.)

ORGANIZATION NAME	LEADERSHIP	WEBSITE	COMPLETED SURVEY
COMMUNITY WOMEN AGAINST HARDSHIPS	Gloria Taylor, CEO Stephanie Muldrow, Board Chair	cwah.org	✓
CONFLUENCE ACADEMY	Candice C. Carter-Oliver, CEO Dr. Jose Pindea, Board Chair	confluenceacademy.org	✓
CORNERSTONE CORPORATION	Keaira Anderson, Executive Director Jeremy Moore, Board Chair	cornerstonestl.org	✓
CREATIVE REACTION LAB	Antionette Carol, CEO Atyia Martin, Board Chair	creativereactionlab.com	✓
DE LA SALLE	Muriel Smith, Executive Director Bob Mills, Board Chair	delasallestl.org	✓
DOORWAYS	Opal Jones, President & CEO Jay Morris, MD, Board Chair	doorwayshousing.org	✓
DREAM BUILDERS 4 EQUITY	Neal Richardson, CEO	dreambuilders4equity.org	✓
DUTCHTOWN SOUTH COMMUNITY CORPORATION	Amanda Colon-Smith, Executive Director Elena Sabin, Board Chair	dutchtownsouth.org	✓
FATHERS' SUPPORT CENTER	Halbert Sullivan, President Jefferson Miller, Board Chair	fatherssupportcenter.org	✓
FOCUS ST. LOUIS	Yemi Akande-Barsch, President & CEO Mark Grieman, Board Chair	focus-stl.org	
GENERATE HEALTH STL	Kendra Copanas, Executive Director Rebecca Bennett, Board Chair	generatehealthstl.org	✓
GENTLEMEN OF VISION RIGHTS OF PASSAGE ENTERPRISE INC.	Marlon Wharton, CEO	gentlemenofvision.org	✓
GLOVES 4 GRADES	Marty Murray, Executive Director	gloves4grades.org	
GREENHOUSE COMMUNICATION INITIATIVE INC.	Stacy Bernaugh, CEO & Board Chair	gci-stl.org	✓
HAMILTON HEIGHTS NEIGHBORHOOD ORGANIZATION	Jean Gardner, Executive Director Marena Estes, Board Chair	facebook.com/Hamilton HeightsNeighborhoodOrg	
HANDS UP UNITED	Kareem Jackson, Co-Director Rika Tyler, Co-Director	handsupunited.org	
HERBERT HOOVER BOYS AND GIRLS CLUB OF ST. LOUIS	Flint Fowler, President Mary Bonacorsi, Board Chair	bgcstl.org	
INROADS	Forest T. Harper, CEO	inroads.org	✓
THE JAZZ EDGE, INC.	Juanna Love, Executive Director	thejazzedge.com	✓
JUSTINE PETERSEN HOUSING REINVESTMENT CORPORATION	Robert Boyle, CEO Eddie Davis, Board Chair	justinepetersen.org	
KHAOS, INC.	Candice Cox, President	organizedkhaos.org	
KWAME FOUNDATION	Anthony Thompson, President	kwamefoundation.org	

ST. LOUIS CITY BLACK-LED ORGANIZATIONS (CONT.)

ORGANIZATION NAME	LEADERSHIP	WEBSITE	COMPLETED SURVEY
LEAGUE OF WOMEN VOTERS INFORMATION SERVICE	Louise Wilkerson, Co-President	lwvstl.org	
LINKSTL, INC.	Elizabeth (Liz) William Johnson, Executive Director Michele Duffe, Board Chair	linkstl.org	✓
MATHEWS DICKEY BOYS AND GIRLS CLUB	Wendell Covington Jr., Executive Director Jack Raymond, Board Chair	mathews-dickey.com	✓
MENTORS IN MOTION	Alandon Pitts, Founder, CEO	mentorsnmotion.org	✓
METROPOLITAN CONGREGATION UNITED (STL CITY)	Rev. David Gerth, Executive Director Karen Anderson, Board Chair	mcustlouis.org	✓
METROPOLITAN ST. LOUIS EQUAL HOUSING & OPPORTUNITY COUNCIL	Will Jordan, Executive Director Nate Johnson, Board Chair	ehocstl.org	✓
MISSOURIANS ORGANIZING FOR REFORM & EMPOWERMENT (MORE)	Tia Byrd, Executive Director Lynn Oldham, Board Chair	organizemo.org	
MY 180 YOUTH PROGRAM	Roy Jefferson	my180yp.org	✓
NAACP ST. LOUIS CITY BRANCH	Adolphus Pruitt II, President & Board Chair	stlouisnaacp.org	✓
NATIONAL COALITION OF 100 BLACK WOMEN	Lakiea Sidney, President	ncbw.org	✓
NIGHTLIFE	Rev. Ken McKoy	facebook.com/ nightlife-422989531230284	
NORTH CAMPUS PARTNERSHIP	Antonio French, Executive Director	thenorthcampus.org	
NORTH NEWSTEAD ASSOCIATION	Sal Martinez, Executive Director Brian Davies, Board Chair	northnewstead.org	✓
NORTHSIDE COMMUNITY HOUSING, INC.	Michael Burns, President Philip Minden, Board Chair	northsidecommunityhousing.org	✓
NPURSUIT TECHNOLOGIES	Timothy Reed, Executive Director Dr. Andrea Wang-Gillam, Board Chair	npursuittechnologies.org	
OUR COMMUNITY LISTENS (STL CHAPTER)	Pamela C. King, Executive Director	ourcommunitylistens.org	
PEACE WEAVING WHOLENESS	Rev. Paulette Sankofa, EdD, Executive Director	facebook.com/ peaceweavingwholeness	✓
POTBANGERZ FEED THE BODY MISSION	Cathy Daniels, President	potbangerz.org	
PROJECT OUTREACH	Toni Wade, Executive Director Erika Harris, Board Director	projectoutreachstl.org	
REPROACTION	Pamela Merrit, Co-Director	reproaction.org	✓
ROBERT FULTON DEVELOPMENT (STL CITY)	Michael Jones, Board Chair	robertfultonstl.com	
SICKLE CELL ASSOCIATION	Rosemary Britts, Executive Director	sicklecellassociation.org	✓

ST. LOUIS CITY BLACK-LED ORGANIZATIONS (CONT.)

ORGANIZATION NAME	LEADERSHIP	WEBSITE	COMPLETED SURVEY
SIGMA LEGACY FOUNDATION	Jerryl Christmas, President	stlouissigmas.com/the-sigma-legacy-foundation	✓
SISTAKEEPERSTL	Sherrie Williams-Rowe, President	niagroupstl.com	✓
SISTERS HELPING EACH OTHER REACH A HIGHER HEIGHT (S.H.E.R.A.H)	Shante Duncan, CEO Sheronda Johnson, President	sherahmovement.com	✓
SKINKER DEBALIVIERE COMMUNITY COUNCIL	Brandon Sterling, Executive Director James Holzer, President	skinkerdebaliviere.wordpress.com	✓
SOCIAL SYNERGY PROJECT	Kristy Jackson, Executive Director James Jackson, President	dksocialsynergy.com	✓
THE SOPHIA PROJECT INC.	Dawn Price, Director	thesophiaproject.org	✓
ST. LOUIS ACTION COUNCIL	Kayla Reed, Director Michelle Higgins, Board Chair		✓
ST. LOUIS CARES	Minga Furr, President	stlouiscares.org	
ST. LOUIS HBCU ALUMNI ASSOCIATION	Keli Singleton, President	stlhbcualumni.org	
ST. LOUIS INTEGRATED HEALTH NETWORK	Bethany Johnson Javois, CEO Robert Massie, Board Chair	stlouisihn.org	✓
ST. LOUIS INTERNSHIP PROGRAM	Shanise Johnson, Executive Director Kelvin Westbrook, Board Chair	stlouisinternship.org	✓
ST. LOUIS PUBLIC SCHOOLS FOUNDATION	Jane Donahue, President Valerie D. Bell, Board Chair	slpsfoundation.org	✓
THE SWEET POTATO PROJECT	Sylvester Brown Jr., Executive Director Herman Noah, President	sweetpotatoprojectstl.org	
TEACH FOR AMERICA – ST. LOUIS	Dr. Warren Morgan II, Executive Director Elisa Beard, President Dennis Hummel, Board Chair	teachforamerica.org	✓
TEEN PREGNANCY AND PREVENTION PARTNERSHIP	Meg Boyko, Executive Director Jewel Stafford, Board Chair	teenpregnancy-mo.org	
TOTES 4 TOMORROW	Tiffany Nelson, CEO	totes4tomorrow.org	✓
UNLEASHING POTENTIAL	Darlene Sowell, President & CEO Elisa Wang, President	upstl.org	✓
URBAN LEAGUE OF METROPOLITAN ST. LOUIS	Michael McMillian, CEO Keith Williamson, Board Chair	ulstl.com	
URBARTS	MK Stallings, Executive Director	urbarts.org	✓
VOICES OF WOMEN ST.LOUIS	Bobbie Sykes, Executive Director	vowstl.org	
WE POWER	Charli Cooksey, Founder and CEO Crystal Martin, Board Chair	we-power-stl.org	✓
WESLEY HOUSE ASSOCIATION	Tiffany Jackson, Executive Director Emma Morris, Board Chair	wesleyhousestl.org	✓
WOMEN IN DIGITAL	Victoria Ziglar, City Champion	womenin.digital/stlouis	✓

ST. LOUIS CITY BLACK-LED ORGANIZATIONS (CONT.)

ORGANIZATION NAME	LEADERSHIP	WEBSITE	COMPLETED SURVEY
YEYO ARTS COLLECTIVE	Dail Chambers, Founder Regina Martinez, President	yeyoarts.blogspot.com	✓
YOUNG ACTIVISTS UNITED ST. LOUIS	Rasheen Aldridge, Director	youngactivistsunited.org	
YWCA	Adrian E. Bracy, CEO	ywcastl.org	✓

ST. LOUIS COUNTY BLACK-LED ORGANIZATIONS

ORGANIZATION NAME	LEADERSHIP	WEBSITE	COMPLETED SURVEY
A CHILD'S JOURNEE	Paula White, CEO	achildsjournee.org	✓
A RED CIRCLE	Erica Williams, Founder Vincent Collins, Chairman	aredcircle.org	✓
BEACON OF LIGHT MINISTRIES	Audrey Hollis, Executive Director	unitedpeoplestl.org	✓
BEHAVIORAL HEALTH RESPONSE	Pat Coleman, CEO Margo Pigg, Board Chair	bhrstl.org	
BROTHER 2 BROTHER	Otha Myles, Founder	mylesmedical.com/brother-2-brother.html	
BUILDING THE ROAD HOME	Michelle Echols, CEO & Board Chair	website not active	✓
COMMUNITY ACTION AGENCY OF ST. LOUIS COUNTY INC.	Cenia Bosman, Executive Director Rosezetta Eichelberger, Board Chair	caastlc.org	✓
THE COWRY COLLECTIVE	Chinyere Otah, Executive Director	cowrycollective.org	✓
EPWORTH CHILDREN AND FAMILY SERVICES	Michelle Tucker, CEO Bryan LeMoine, Board Chair	epworth.org	
FAMILY RESOURCES AND COMMUNITY CONNECTIONS, INC.	Linda Mackey, Executive Director Monica Gamblin, Board Chair	frcdstl.org	✓
FAMILY WORKFORCE CENTERS OF AMERICA	Carolyn Seward, Executive Director	fwca-stl.com	
FERGUSON YOUTH INITIATIVE	Aaron Harris, Executive Director Dwayne James, Board Chair	fyiferyouth.org	✓
FOWARD THROUGH FERGUSON	Yinka Faleti, Lead Catalyst Rebecca Bennett, Board Co-Chair Zack Boyers, Board Co-Chair	forwardthroughferguson.org	✓
GEORGE WASHINGTON CARVER HOUSE	Brenda J. Mamon, Executive Director	facebook.com/carverhousestl	
GIRLS, INC.	Cheryl Jones, President/CEO Gloria Reno, Board Chair	girlsinc.org	
HOMER G. PHILLIPS NURSES' ALUMNI INC.	Dorothy Thorton, President	facebook.com/homer-g-phillips-nurses-alumni-inc-153395388045227	
I AM BREASTFEEDING	Sonjoria Sydnors, President	facebook.com/i-am-breastfeeding-i-am-bf-596749160426868	✓

ST. LOUIS COUNTY BLACK-LED ORGANIZATIONS (CONT.)

ORGANIZATION NAME	LEADERSHIP	WEBSITE	COMPLETED SURVEY
JAMAA BIRTH VILLAGE	Brittany Kellman, Executive Director	jamaabirthvillage.org	✓
LIFE SOURCE CONSULTANTS	Dr. Gloria Johnson, Executive Director	lifesourceconsultants.org	✓
MAN OF VALOR, INC.	Bishop Luther Baker, Executive Director	manofvalorinc.org	✓
MIDWEST VETERANS SERVICE ALLIANCE	Jesse Herman, Executive Director	facebook.com/mvsalliance	
NAACP ST. LOUIS COUNTY (STL COUNTY)	Hon. Ester Haywood, President	naacpstlcounty.org	
NORTH COUNTY COMMUNITY DEVELOPMENT CORPORATION (NCCD)	Rev. Harold Austin, President & CEO	northcountycdc.org	✓
ORGANIZATION FOR BLACK STRUGGLE	Jamala Rogers, Executive Director	obs-stl.org	
OUR LIVES MATTER	Maria A. Miller, CEO	alllivesmatterstlouis.wordpress.com	✓
PARENTS AS TEACHERS	Constance Gully, President/CEO Patricia Kempthorne, Board Chair	parentsasteachers.org	✓
ROOM AT THE INN	Tiffany Jackson, Executive Director Ronald Payton, Board Chair	roomstl.org	
SCHOLAR ACHIEVEMENT AND NEGOTIATING SUCCESS INC.	Shaari King, Executive Director Sonjoria Sydnor, Board Chair		✓
SPANISH LAKE COMMUNITY DEVELOPMENT CENTER	Angela Pinex, Executive Director Lottie Wade, Board Chair	spanishlakecdc.org	✓
STRATEGIC PARTNERSHIP ALLIANCE OF GREATER ST. LOUIS	Yolanda Holton, Executive Director Kenneth Goins, Board Chair	spagstl.org	✓
TEENS OF TOMORROW	Charles Shelton, CEO	teensoftomorrow.net	✓
THE BREAKFAST CLUB, INC.	Sherrill Jackson, Executive Director & Board Chair	breakfastclub-stl.org	✓
CHILD ADVOCACY CENTER OF NORTHEAST MISSOURI (FORMERLY THE CHILD CENTER, INC.)	Sissy Swift, Executive Director Juli Hillyer, Board Chair	thechildcenter.com	
THE DIVERSITY GOLF MARKETING FOUNDATION	Anthony Coleman, Executive Director David Beckford, Board Chair	diversitygolfmarketinggroup.com	✓
THE EMPOWERMENT NETWORK, INC.	Robin Jones, Executive Director Mellve Shahid Sr., Board Chair	theempowermentnetwork.net	
THE PEARL CLUB	Tamasia Johnson, Executive Director Lisa Brown, Board Chair	pearlclub.org	✓
THE SOULFISHERS MINISTRY	Shawntelle Fisher, Executive Director Jacqueline Womack, Board Chair	thesoulfisherministries.com	
URBAN SPROUTS	Ellicia Qualls, Executive Director Andrea Walton, Board Chair	urbansproutscdc.org	
WORLDWIDE YOUNG ADULT & YOUTH DEVELOPMENT PROJECT	Latonji Wilson, Executive Director	worldwideydp.com/missouri	✓

ACKNOWLEDGEMENTS

Special thanks are extended to all the nonprofit and philanthropic leaders who helped to make this important research and report possible.

NONPROFIT LEADERS FOCUS GROUP

Rosemary Britts,
Sickle Cell Association

Eric Williams,
A Red Circle

Chinyere E Oteh,
Cowry Collective

Aaron Harris,
Ferguson Youth Initiative

Brandon Sterling,
Skinner-DeBaliviere
Community Housing
Corporation

Erika Harano,
Creative Reaction Lab

Keaira Anderson,
Cornerstone

Amanda Colon-Smith,
Dutchtown South
Community Corporation

Sunni Hutton,
Dutchtown South
Community Corporation

Gloria Taylor,
Community Women
Against Hardship

Lynn Squires,
Community Women
Against Hardship

Jacqueline Wellington,
Men of Valor

Bishop Luther Baker,
Men of Valor

Phillip Sangokoya,
Brand of St. Louis

Halbert Sullivan,
Fathers' Support Center

Cheri Tillis,
Fathers' Support Center

Treena Thompson,
Unleashing Potential

PHILANTHROPIC WORK GROUP

Stacey Easterling,
Missouri Foundation
for Health

Bridget Flood,
Incarnate Word Foundation

Serena Muhammad,
St. Louis Mental
Health Board

Starsky D. Wilson,
Deaconess Foundation

SURVEY DESIGN, COMMUNITY-ENGAGED RESEARCH AND DATA ANALYTICS

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MWR Consulting

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Shakira Onwuachi,
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Maranda Witherspoon
Richardson,
MWR Consulting

REPORT PRODUCTION AND RESEARCH SUPPORT

Sarah Rodgers,
Deaconess Foundation

Constance Rush,
Deaconess Foundation

REPORT DESIGN

501creative

FIELD RESEARCH AND REPORT CONTENT

Starsky D. Wilson,
Deaconess Foundation