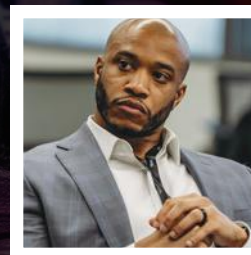
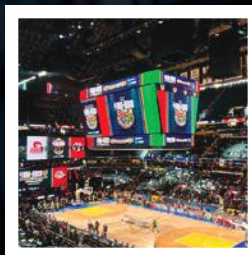
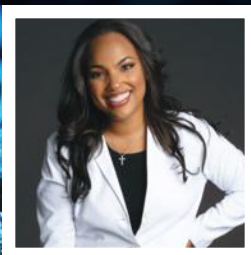




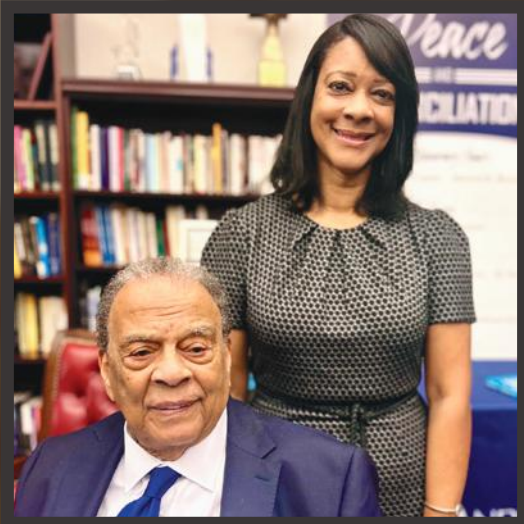
weaving the
Tapestry
of excellence



BlueSKY's inaugural Connecting for Good Event "The Transition Game", held during NBA All Star Weekend, was a SLAM DUNK!

BY THE BOOK

Notable releases and reviews



We were honored to attend an impactful Book Signing, celebrating the release of "Big Bets-How Large-Scale Change Really Happens" authored by Dr. Rajiv J. Shah (TOP), President of the Rockefeller Foundation. This Atlanta, GA event, held at the Andrew Young Foundation, was hosted by leaders changing the landscape for Education and the Global Community, including Former UN Ambassador Andrew Young, Dale E. Jones-CEO, Magna Vista Partners, Dr. David A. Thomas, President-Morehouse College and Dr. Helene Gayle-President, Spelman College.

20 weaving the Tapestry of excellence



Part of the inaugural BlueSKY Collaborative "Connecting for Good Event Series" The Transition Game, brought together thought leaders for an impactful dialogue on changing the narrative for under-represented communities around professional growth and lifelong financial stability.

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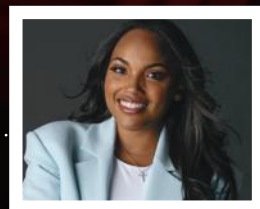
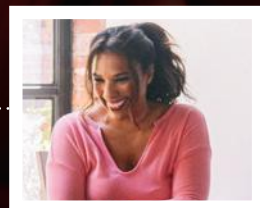
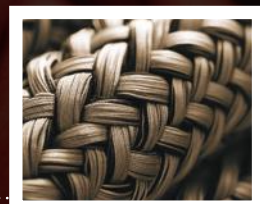
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BlueSKY Collaborative Partners (BSCP) is a national full-service fundraising consultancy, specializing in brand-focused, strategic leadership and customized solutions in areas that are critical to your success.

Our team is an extraordinary group of thought leaders with unique perspectives, based upon incredibly diverse backgrounds, lived experiences and long tenure with some of the largest and most impactful organizations in the world. The BlueSKY team has extensive relationship networks, and will employ a local, regional and national approach to fundraising, relationship management and strategic engagement.

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Deep connections
are not built by
forcing others to
understand you,
but by giving them
the confidence
that you have
understood them.

Priya Kumar



@blueskycollaborative

IT'S ABOUT CONNECTING

Weave your OWN tapestry...

IN today's world, where we're more connected than ever, it's not lost on us that we can still feel isolated. Despite social media's "promise" of connection, it often falls short of creating genuine and meaningful relationships. That's why it's crucial to consciously make our own connections for the better.

We have a natural desire for social interaction — it's in our DNA. However, the convenience of online communication has diluted the true essence of human connection. It's easy to mistake the number of followers "digital friends" for real-life connections. But **true** connections require more than just digital engagement. They need **intention, effort, and authenticity**.

Creating your own connections means stepping out of your comfort zone, reaching out to others with sincerity, and building relationships that enrich both sides. These are the connections that can withstand time, distance, and differences. They are based on shared values, respect, and a genuine interest in each other's well-being.

In a world where networking is often seen as a means to an end — such as career advancement or social climbing — it's essential to remember our fundamental **need** for connection. Networking should not just be transactional, but transformational. It should open doors to opportunities and new perspectives, ideas, and deeper understanding.

Let's not underestimate the power of creating connections for good — for building community, supporting each other, and championing what we believe in. These connections have the ability to create amazing impact, to spark change, drive social impact, and spread positivity.

As we navigate the complexities of the modern world, let's be intentional in our pursuit of these connections. Let's aim to build bridges, not just networks. And let's remember that behind every transactional interaction, there is an opportunity to transform it into a meaningful connection.

Here's to weaving our own tapestries and forging connections that matter, that heal, that inspire, and that bring out the best in us. Let's connect not just for the sake of it, but for the good it can do. Let's make every connection count.



Erik

Erik M. Klaver
Chief Creative Officer



COLLABORATION

HIGHLIGHT

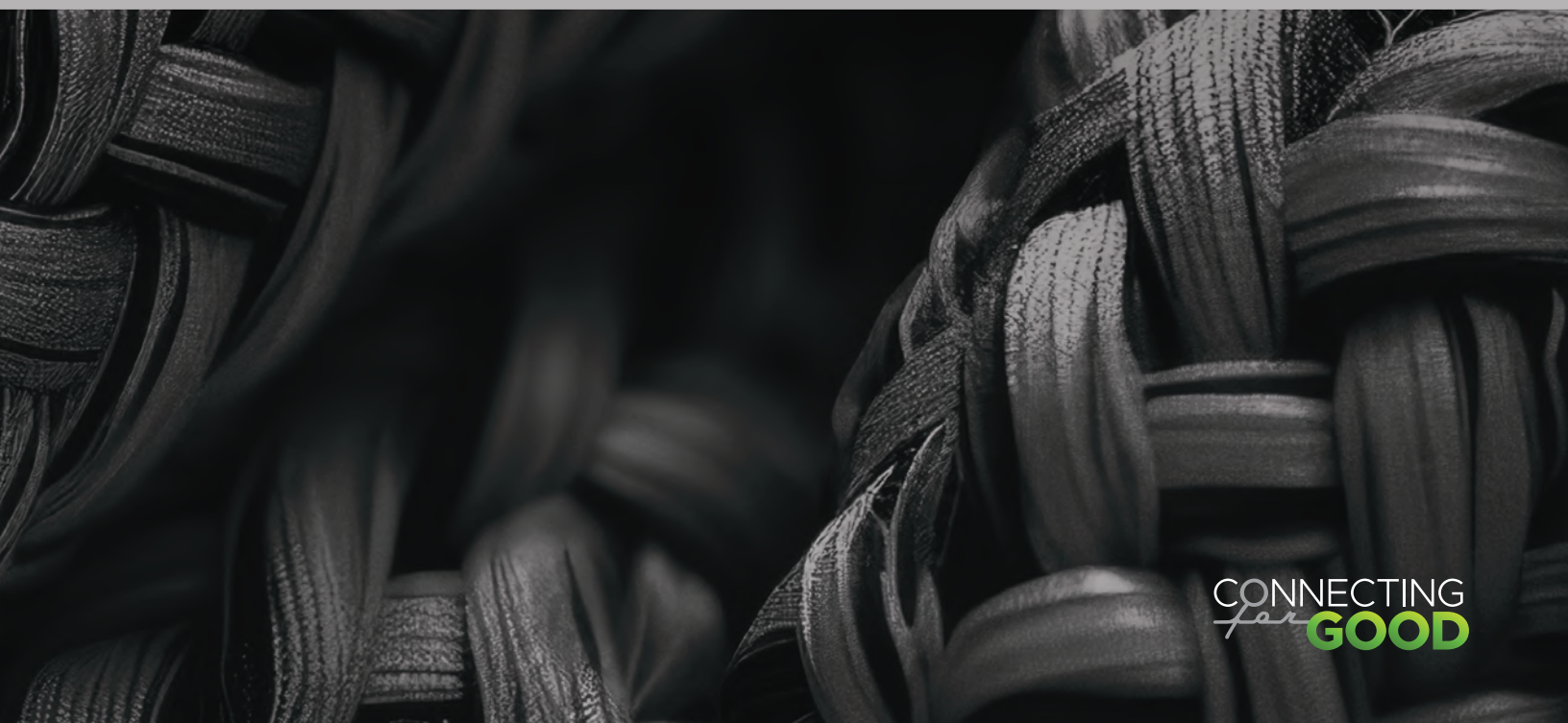
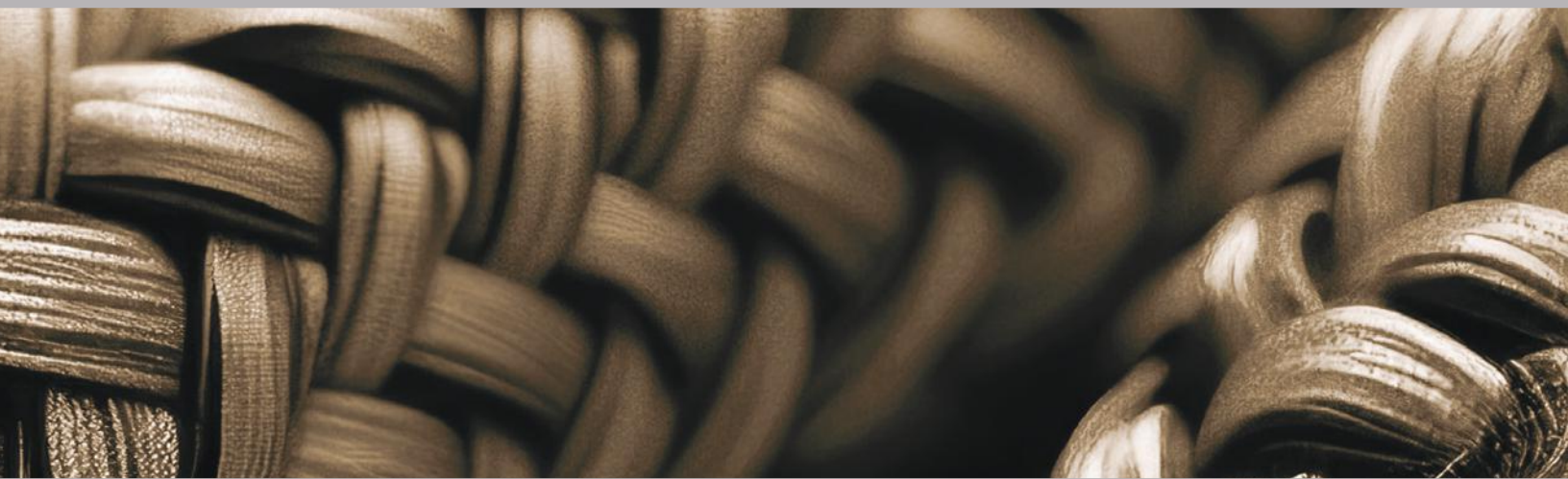
COLLABORATION

Research indicates student athletes of color are measurably under-prepared for success beyond their years of competition. As college sports endure the unprecedented commercialization of student athletes, college athletes of color grapple with a waning focus on academic and career success.

Together, ABIS and INROADS are changing that.



CONTINUES..





Two collaborators have taken Connecting for Good even further, partnering to improve career readiness of collegiate athletes of color. **INROADS, Inc.**, founded in 1970, leads the way towards corporate and career equity for underrepresented talent; and **ABIS** (Advancement of Blacks In Sports), a non-profit boldly advocating for the advancement of racial, economic, and social justice for Blacks in sports.

"Professional athletes can make lots of money during their playing years. However, while in college many athletes of color fail to get the preparation they need for life and career success after their playing days, leading many to face financial struggle and other hardships once they're done competing," said Forest Harper, Jr., President and CEO, INROADS.

As college sports endure the unprecedented commercialization of student athletes, college athletes of color grapple with a waning focus on academic and career success. Via this partnership, ABIS will connect its student athletes to pre-college programming, paid internships and entrepreneurship initiatives currently offered by INROADS. ABIS and INROADS will also equip



"Our partnership with ABIS seeks to change this by creating solutions to help student athletes start preparing now for a successful transition after the game," said Harper.

"Together with INROADS, we will create professional opportunities that inspire student athletes beyond sports," said Gary Charles, CEO, and founder of ABIS.

aspiring athletes with leadership skills and expose them to careers adjacent to sports to expand their career paths.

The INROADS and ABIS partnership was facilitated by BlueSKY Collaborative, and formally began during The Transition Game, held during NBA All Star Weekend 2024.

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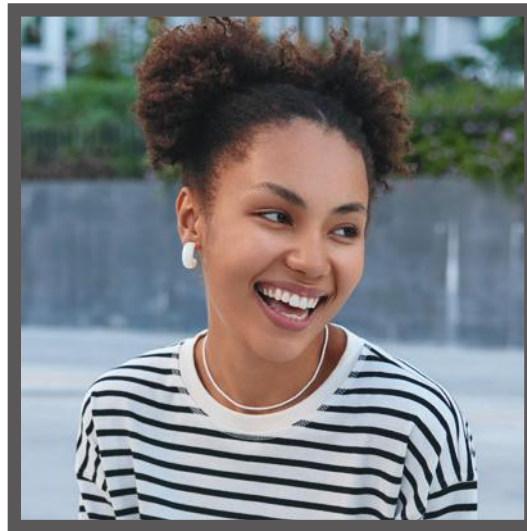


THE GOAL INITIATIVE (Gameplan and Options For Athletic Leaders)

Collegiate athletes dedicate significant time and effort to their sport, but less than 2% of them will become professional athletes. For this reason, many athletes would like to spend more time on career preparation; however, the time commitment to training, playing, and traveling often disallows athletes the opportunity to visit their campus career centers or participate in career readiness activities. These circumstances leave many student-athletes ill-equipped to pursue career paths beyond college. Thus, there is a need to prepare student athletes for professional careers by developing a customized approach focused on professional development and relevant internship experience.

PROGRAM FEATURES:

- ▶ **Building Upon the Athlete Brand:** College athletes possess valuable skills such as leadership, teamwork, work ethic, and time management, which are highly transferable to the professional world. The program aims to leverage and enhance these skills through a curriculum based on an athlete's transferable skills and internship opportunities with companies who value athletes' skill sets.
- ▶ **Academic Balance:** The program seeks to integrate career counseling and training as a supplement to the academic support already offered by many collegiate programs.
- ▶ **Mentorship:** Mentorship plays a crucial role in guiding student-athletes through their career development journey. Of note, many athletes have developed an 'athletic identity' – meaning that their self-identity is centered on being an athlete, as part of a team, and being viewed by others as an athlete. For this reason, the program seeks to connect our athlete participants with former college athletes who have successfully transitioned into corporate positions.
- ▶ **Professional Development:** Workshops, training sessions, and networking events are designed to further enhance student-athletes' professional skills, such as communication, conflict resolution, and career planning, ensuring they are well-prepared for life after sports.
- ▶ **Equity and Inclusion:** The program recognizes and addresses disparities in graduation rates and career opportunities between Black and white student-athletes. By partnering with Advancement for Blacks in Sports (ABIS), the program aims to promote equity and inclusion in the professional world. ●







ABOUT ABIS

ABIS is a non-profit organization with a mission to boldly advocate for a culture of equity and inclusion that results in the advancement of racial, economic, and social justice for Blacks in sports. Founded by Gary Charles, New York's Godfather of Grassroots Basketball, in September 2020, ABIS partners with notable African Americans and social justice activists and allies. Its members include coaches, administrators, and athletes at all levels of sports, academicians, civil rights attorneys, social justice influencers, diversity, equity, and inclusion allies and advocates.

OUR FOCUS EDUCATION

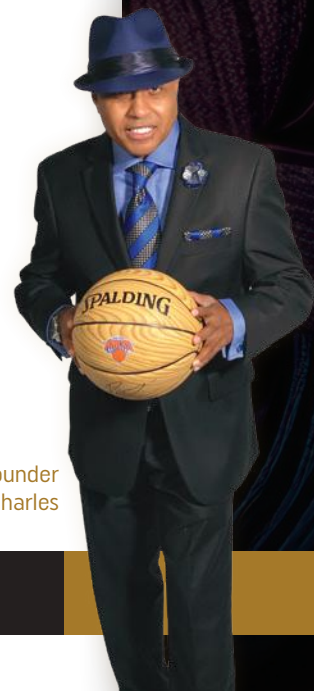
We're taking an active role in educating athletes, coaches, and administrators on the history of racial inequality in sports, as well as providing training on how to promote diversity and inclusion within the sports industry.

GENDER EQUITY

ABIS has created a pathway to ensure true representation for minority and women athletes, coaches, athletic directors, and administrators – a foundation promoting equal opportunities to excel, recognition for achievements and REAL representation at all levels of the sports industry, from athletes to administrators.

WELLNESS

There is an increase in the amount of stress and expectation on athletes, coaches, and administrators. ABIS is equipped to address the technical and physical components of this crisis by developing a mental wellness sports conference focused on awareness, reducing the stigma, and helping implement proactive solutions for the generations to come.



ABIS Founder
Gary Charles

ABIS

ADVANCEMENT OF BLACKS IN SPORTS

The Game Beyond the Lines

Join **ABIS** at our **3RD ANNUAL CHAMPIONS & LEGENDS WEEKEND**, May 31 – June 2, 2024, at the MGM National Harbor Hotel & Casino in Washington, D.C. The Champions & Legends Weekend supports our pillars for change: Education, Representation, Accountability, and Mental Wellness for Black Athletes, Coaches and Administrators in Sports.

Trailblazers in athletics and entertainment join ABIS honoring blacks in sports at our Awards Gala, an entertaining, educational, and inspirational weekend recognizing coaches, players, and historical figures in professional and collegiate sports. Our ABIS Champions & Legends Weekend will kick-off with an exclusive reception and continues with professional development workshops, resources and interactive engagement.

Our signature black-tie awards gala features live entertainment, special guests and honorees and will be attended by founding ABIS members, media, professional and student athletes, community leaders and influencers, all supporting this worthy cause. The weekend concludes with a Gospel Jazz Brunch.

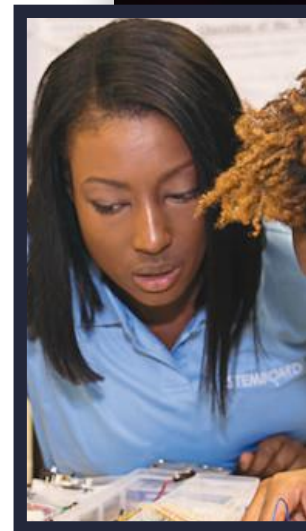


The Gala



LEARN MORE

online: weareabis.org
socials: [@weareabis](https://www.instagram.com/weareabis)



ABOUT INROADS

Founded in 1970, INROADS delivers innovative programs and creative solutions that identify, accelerate, and elevate the development of underrepresented talent throughout their careers. Through this development, students become equipped for corporate and community leadership that affects community renewal, social change and elevates economic status and quality of life.

VISION

INROADS envisions a world where leaders enrich the composition and culture of business and social communities through diversity and inclusion.

MISSION

The mission of INROADS is to deliver innovative leadership development programs and creative solutions that identify, accelerate and elevate underrepresented talent throughout their careers.

INROADS has more than 30,000 alumni, over 900 interns and serves 4,000+ students and 200 corporate clients.



The Gala



JOIN US FOR OUR ANNUAL

Benefit Gala

THURSDAY, MAY 2, 2024
6:30 PM

UNION STATION
50 MASSACHUSETTS AVE NE,
WASHINGTON, DC 20002

MASTER OF CEREMONIES

ANGELA M. HILL



ANGELA M. HILL

EMMY AWARD-WINNING
SENIOR PRODUCER
THE WASHINGTON POST

AWARD RECIPIENTS



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& EQUITY PARTNER OF THE YEAR

Joan Higginbotham
Retired NASA Astronaut
President & Founder
Joan Higginbotham Ac Astra, LLC



FRANK C CARR
CORPORATE PARTNER OF
THE YEAR AWARD

Dollar General



ALUMNI OF THE YEAR

Saaima Khaliq
Managing Director & Private Equity CFO
New Mountain Capital



RISING STAR AWARD

Evan Malbrough
Organizing Manager
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online: inroads.org

socials: [@inroadsinc](https://twitter.com/inroadsinc)

REINVENTING BALANCE

Go jump off a cliff...

That was me during COVID, deciding whether this risk was worth taking.

PICTURE THIS: you're standing at the edge of your Comfort Cliff, the wind tousling your hair, a map in one hand, and a heart full of dreams. You're thinking about taking the leap.... But those butterflies in your stomach are causing a ruckus, and you're really not sure if this is your moment.

I get it! That was me — a black, recently divorced, 40-something mom — staring down at the entrepreneurial abyss during COVID, deciding whether this risk was worth taking.

Spoiler alert: I did, and it's been an epic road trip, complete with adventures, detours, and breathtaking views. I'm three years into this journey, and loving (almost) every minute of it.

If you're thinking about going out on your own — whether that's launching your own business or starting a side hustle — I'm talking to you. A change like this requires planning and preparation — both in practical and emotional ways.

YOUR COMFORT CLIFF

When it comes to making changes, I like to imagine we're all standing on something I call the "Comfort Cliff." Knowing where you're standing on that cliff can tell you a lot about where you're at and what your next right step might be.

Sometimes you're standing in the Safe Zone, where it's cozy and predictable. When you're ready for a change, you move into the Empowerment Zone, where you build skills, test some new ideas, and grow your network. Once you feel ready, you advance to the last zone, the Growing Edge, where you take the leap. No looking back!

Sounds like a great concept, right? But you're scratching your head thinking, "How does this work in real life?"

That's why I'm going to share with you a couple of my own experiences on the Comfort Cliff — and tell you a little about what I've seen in the lives of others.

LET'S TIME TRAVEL (AND TALK ABOUT RISK)

You may remember that in 2008 the bottom fell out of our economy. Well... as a result, the bottom fell out of my bank account in 2009. I was looking the part of a successful business owner while stuffing cookies in my purse from professional meet-and-greets around town so my son would think we had special treats in the house to complement our mac and cheese dinners.

At this point in my life, I was seven months from filing for divorce while attempting to stay professionally viable through freelance contracts. Employers were paying half to a third of what they used to spend on equivalent contracts. This meant I had to take on two or three events simultaneously to generate the same amount of income.

I was burning the candle at both ends and even created a new sleep routine. I would sleep for two hours and then work for four, sleep for two, work for four and so on. I did this for three months. Why? Well, I was afraid to tell my clients that I was working on other projects. So I altered my schedule such that it seemed like they were all my only priority. I was getting paid pennies on the dollar and yet bent to their will because I wasn't sure how we'd pay the rent. This sleep schedule allowed me to work during the night while my son (and clients) were asleep. I'd prepare email responses in a word document and cut and paste them into emails to be sent in the morning. This was all in an effort to seem "available"

CONTINUES...

Jes Averhart, CEO of **Jes & Co.**, is a coach, consultant, author (*Living Beyond Burnout*) and creator of the Reinvention Road Trip program. Jes helps individuals and fortune 500 companies increase their personal satisfaction and professional impact through proven Reinvention Road Trip methodology.

A photograph of three women in a meeting. One woman in a pink top is sitting on a chair, smiling and looking towards the other two women. One woman in a dark top is sitting at a table, looking at a laptop. Another woman in a white top is sitting at the table, leaning over and writing in a notebook. There are yellow flowers in a vase on the table. A large window is in the background, showing greenery outside. The text 'I even created a new sleep routine' is overlaid on the bottom right of the image.

I even
created a
new sleep
routine



during the day. Looking back, I realize how desperate I was to stay out of the homeless shelter and preserve my last shred of dignity.

You might want to label this the Desperate Zone but really I was forced to the Growing Edge, and I had raced through the Empowerment Zone out of necessity. Sometimes you don't get the luxury of basking in the Empowerment Zone. But even while I rushed to the ledge, I found my footing through an unexpected conversation.

So... let me set the scene. It's an afternoon during that insane work cycle. I'm zoned in on one of my projects, and my six-year-old son, Tre, has just asked if we can watch his favorite movie "Shark Boy and Lava Girl." I know, I know... worst movie ever.

He recognized that I was preoccupied so he patiently pulled out the DVD, loaded the player, grabbed the remote and crawled on the bed next to me. I never looked up. Now, at this point, whenever I tell this story, my throat closes up and even now as I type it my eyes are welling with tears. I want to tell you that I leaned over and kissed him on his head. I want to tell you that I looked at his sweet face and teasingly said, "Not this movie again!" but I'm pretty sure I didn't do either. I just kept working.

When the movie started, Tre looked up at me and said, "Mom, aren't you gonna watch this with me?"

I said, "Yeah."

He put his little hand on the top of my laptop and said, "You're always working."

It was like a lightning bolt went through my body.

Something deep inside me knew that my actions in the next 30 seconds would tell my son more than my words ever could.

I closed my laptop.

Bottom Line: I had to make choices that honored my core values above all else. I realized this wasn't the right season to

pursue entrepreneurship. Instead, I decided to pursue a full-time position.

WHAT DOES THIS MEAN FOR YOU?

We've all faced these moments — where the person we are today wrestles with the person we will become. It all boils down to choices.

Making the best choices involves three things: self-awareness, reflection and connection with our core values. That's the sort of work that's best done in The Empowerment Zone—not mid-air wondering if our parachute will hold.

You may or may not be in a position to take the leap, but it's important to make sure you've counted the costs, considered the risks (and rewards, too, of course), and make sure your goals and your core values are in alignment.

LET'S FAST FORWARD TEN YEARS (AND TO NEW OPPORTUNITIES!)

Standing on my Comfort Cliff in 2020, I was leaning into my Growing Edge once again—this time by choice.

I'd lived the freelance life before... and almost didn't survive, right? But this time, I was ready. This time, things were different. Serendipity was pulling everything into place, and I was excited.

Remember 2020, when the entire world underwent profound change? The pandemic had sent us all into shutdown, and, like most of the world, I was isolated. For some people, that might be frightening, but for me, I knew it was the right season to open myself to new possibilities.

I lovingly refer to this chapter of my life as my "Beautiful Mind" phase.

As I explored ideas, I plastered colorful post-its and vision boards all over the walls of my apartment until it looked like a conspiracy theorist's den. Now... I live in a loft in a renovated warehouse with enormous windows. Passersby would peer

It was like a lightning bolt went through my body.

in, their expressions a mix of concern and curiosity. Friends would conduct the occasional mental health check on me, asking "Hey girl, you okay?"

"Never better," I'd quip, and I meant it.

This was when I entered the Empowerment Zone, and it's when I first tested out my personal development course Reinvention Road Trip® to see if it had legs. By 2021, I had run two tests and had enough proof to validate a decision to take the leap... and start my whole Reinvention Road Trip® brand, which now entails coaching, speaking, three personal growth programs, and two corporate offerings.

Bottom Line: It was time for me to leap — and I made big changes that proved to be exhilarating and rewarding.

WHAT DOES THIS MEAN FOR YOU?

So let's bring it back to you. It's likely you're somewhere in the Empowerment Zone if you're still reading this. You're thinking about going all in.

As a confidence coach, I witness risk-takers currently in the Empowerment Zone. Some of my clients are bold, and others are risk averse. Let's look closer at these two extreme ends of the spectrum; maybe you'll see yourself in these stories.

The first is what I like to call chronic cliff jumpers — people who race through the Empowerment Zone and zip right off the edge of that cliff without a second thought. They're the people who say, "Hmmm... did I pack a parachute?" mid-air.

Some of these people have soft landings in place, which is why they can leap repeatedly and without concern. Maybe they have a partner with a lucrative career, or a trust fund. If this venture fails, it doesn't matter, because they just bounce right off that trampoline and rush off another cliff. Others are like Wylie Coyote; they somehow pick themselves up off the ground despite the hard falls.

The second type of person is overly cautious. They'll talk about walking a mountain and swimming a lake, finding 100 reasons why it's too hard. These types of people run the risk of never getting out of the daydreaming stage, often because they are afraid to bet on themselves.

I myself am a calculated jumper; when the conditions are right. When I find myself 80% ready, I leap with gusto. After all, I love the thrill of a new venture, and I'm willing to bet on myself.


The following are four questions I encourage my clients to answer during their time in the Empowerment Zone:

- ▶ **What are your core values?** (Not sure, download this exercise to find out!) How does this new venture align (or not align) with those values?
- ▶ **With your core values in mind, ask yourself: How are you living a life that others expect of you, rather than a life true to yourself?** Identify which areas of your life are on track, and which need adjustments.
- ▶ **Do you have concrete goals and steps in place?** If not, explore this tool to plan a 90-day sprint.
- ▶ **Conduct an assessment of what you think you'll need for success.** There will always be surprises; just get yourself 80% of the way there before you leap.

Here's what I've learned from coaching people and my own lived experience: Preparation is your parachute in this entrepreneurial skydive. You need to know your market, understand your strengths, and acknowledge your weaknesses. Like checking the weather and the direction of the wind, it's essential.

YOUR ROADMAP TO SUCCESS

Wherever you are on your Comfort Cliff, I'm cheering you on. Remember, when you leap with a plan, even the sky isn't the limit — it's just another milestone on your incredible entrepreneurial journey. ■



We're creating
a space where
visionaries,
innovators, and
game changers
come together
to uplift and
support the
leaders of
tomorrow



weaving the
Tapestry
of excellence

BlueSKY is Connecting for Good

IN

the heart of our greatest communities lies an extraordinary mosaic, a vibrant tapestry woven from the diverse and rich experiences of its people. This tapestry is intricate, fashioned from the threads of shared dreams, challenges overcome, and triumphs celebrated together.

CONTINUES...

CONNECTING
for **GOOD**



The Connecting for Good Series serves as a microcosm of a community where every individual is valued, where their potential is recognized and nurtured, and where their contributions are seen as vital.



WE ARE THE THREAD...

It is within this collective fabric that our scholars emerge, our athletes soar, our big thinkers ponder the impossible, and our doers and dreamers chart new courses. Tomorrow's leaders are born from this intertwined tapestry of personal and communal journeys. It is in every corner of these communities where the boundless opportunity to connect for a positive impact lies. An opportunity to meld our creativity, kindle the flames of innovation, and initiate change that resonates through generations. This remarkable synergy forms the core of BlueSKY Collaborative and our **Connecting for Good Event Series, a beacon for visionaries, innovators, and game changers who come together to uplift and support the leaders of tomorrow.**

Reflecting on these communal tapestries, one finds that the strength of a community is amplified by the diversity of its threads. Each individual's story contributes to the depth and resilience of the collective story. Our scholars bring the rigor of thought and a thirst for knowledge, continuously pushing the boundaries of understanding. Our athletes embody the spirit of dedication and teamwork, showcasing the heights of human performance and the power of collaboration. Our big thinkers challenge the status quo, while our doers translate vision into tangible action. Dreamers dare to imagine a world better than the current, painting visions of the future that inspire us all.

Leaders emerge, characterized not just by their achievements but by their ability to inspire those around them to strive for excellence.

LEFT: Forest Harper,
Endia DeCordova, Daryl Graham

RIGHT: Lauren Sills

CONTINUES...

CONNECTING
for GOOD



In the synergy
of shared
experiences
and unified
aspirations,
there is a
powerful force
for good.



THREAD BECOMES THE FABRIC...

Connecting for Good is the thread that becomes the fabric — the impactful connections and collaborations that happen across every organization, every day. And the Event Series allows us to create a shared space, where collaboration creates an even bigger impact. To make a lasting impact, BlueSKY Collaborative is taking the Series on the road. Focusing on Economic Mobility, **the Connecting for Good Event series is aligned with major sporting events, convening key stakeholders, policy makers, philanthropists, business, education and community leaders focused on collaboration and positive change.**

Our inaugural Roundtable event was recently held during NBA All Star Weekend, February 16th, at the Strada Education Foundation, in Indianapolis, IN. **Close to 100 thought leaders gathered** for a day of strategy sessions, program development and public policy exploration, aimed at better preparing collegiate athletes of color for greater economic success through exposure to diverse career pathways and entrepreneurship. **Attendees included representatives from the National Basketball League, National Nonprofit Leaders, Corporate/Foundation partners, College & University Presidents.**

Upcoming events include Major League Baseball All Star Game Weekend (Arlington, TX) and the US Open (Flushing Meadow, NY)

LEFT: Dr. D'Wayne Edwards

RIGHT: Crystal Sands

CONTINUES...

CONNECTING
for GOOD



Close to 100 thought leaders gathered at Strada Education Foundation during NBA All Star Weekend to discuss how to better prepare collegiate athletes for economic success through exposure to diverse career pathways and entrepreneurship

TOP ROW, LEFT TO RIGHT

— Windy Deese, Heather Chapman, Forest Harper, Enid Wallace Haley

— Lavette Sims, Kim Bostic

— Windy Deese, Charles Barkley, Nedelka Phillips

BOTTOM ROW, LEFT TO RIGHT

— Jes Averhart, Nekita Nesmith

— Jabari Broderick

— MKE Fellow, including John Daniels, Jr., John Daniels, III, Harold Ellis, Nick Stokes



CONTINUES...





FABRIC BECOMES THE TAPESTRY...

BlueSKY Collaborative understands the essence and power of this interconnectedness. It operates on the premise that in the synergy of shared experiences and unified aspirations, there is a powerful force for good. It is here, within the supportive arms of the Collaborative, that the next generation of leaders is nurtured.

The Connecting for Good Event Series does not just celebrate the diversity of its community; it leverages it as the foundation for fostering innovation and driving societal progress.

The magic of our collaboration lies in our ability to create a space where these various threads of community can come together, weaving a stronger and more beautiful tapestry. It invites the scholar to learn from the athlete's discipline, the athlete to draw inspiration from the dreamer's vision, the big thinkers to collaborate with doers. In this mutual exchange, all become enriched. This is the alchemy of **Connecting for Good Event**: a transformative process that elevates individual contributions into a collective force for good.

Emphasizing the importance of connection, BlueSKY Collaborative offers a platform for individuals to use their creativity to ignite change. It champions the idea that innovation is not the sole province of the few but a potential that exists within everyone. Through these events, forums, and collaborative discussions, BlueSKY encourages individuals to share their ideas, to brainstorm solutions for communal challenges, and to work together in bringing these solutions to life. It is in these collaborative endeavors that innovation thrives, sparking initiatives that have the power to reshape communities for the better.

CONTINUES...

The magic of our collaboration lies in our ability to create a space where these various threads of community can come together.

LEFT: Nedelka Phillips

RIGHT: Dr. Tashni-Ann Dubroy, Julie Sils Molock, Karl Molock

CONNECTING *for* GOOD EVENT SERIES

APRE BY





By fostering a culture of collaboration, innovation, and leadership, the impact ripples through entire communities, inspiring others to take action, to connect, and to contribute to the greater good.



Empowering tomorrow's leaders means providing them with the tools, resources, and support systems necessary to flourish. It means **mentorship programs** that pair emerging leaders with seasoned professionals, offering guidance, inspiration, and practical insights. It means **leadership training** that focuses on developing skills such as critical thinking, effective communication, and ethical decision-making. Or **internships** that offer hands-on experience in making a tangible difference, reinforcing the importance of civic engagement and social responsibility.

In essence, the Connecting for Good Series serves as a microcosm of a community where every individual is valued, where their potential is recognized and nurtured, and where their contributions are seen as vital to the collective success. It is a testament to what can be achieved when we come together, uniting in purpose and action, where our impact extends far beyond these collaborators, beyond the events and those they directly touch. It becomes a catalyst for broader societal change, demonstrating the power of collective effort in addressing the challenges of our time.

In an era marked by rapid change and complex global challenges, the need for innovative, community-driven approaches to leadership and problem-solving has never been more acute.

By continuing to weave together the threads of our diverse experiences, and by fostering an environment where the next generation of leaders can thrive, BlueSKY Collaborative is not just shaping the leaders of tomorrow; it's helping to craft a brighter, more inclusive future for us all.

LEFT: Dr. Tony Allen

RIGHT: Dr. Vita Pickrum

CONTINUES...

CONNECTING
for GOOD



TOP ROW, LEFT TO RIGHT

- James H. Sills, III, Karl Molock
- Dr. Sean Huddleston
- Dr. Anthony L. Jenkins

MIDDLE ROW, LEFT TO RIGHT

- Clifton Anderson
- Will Smith
- Chelsea Williams
- Mark Cuban,
Dr. Zerita Buchanan

BOTTOM ROW, LEFT TO RIGHT

- Miles Sigh, John Daniels, III,
Lauren Sills, Nick Stokes,
- Karl, Kyle and Julie Molock,
Jes Averhart



CONTINUES...



MEET OUR FIRST CLASS OF JRF-STRADA SCHOLARS

STRADA EDUCATION NETWORK IS PROUD TO SUPPORT THE JACKIE ROBINSON FOUNDATION LRF, COMMITTED TO CONTINUING JACKIE ROBINSON'S LEGACY OF ADVANCING EQUAL OPPORTUNITY BY ADDRESSING THE ACHIEVEMENT GAP IN HIGHER EDUCATION.

THROUGH A \$6.5 MILLION MULTI-YEAR GRANT, STRADA IS PARTNERING WITH JRF TO:

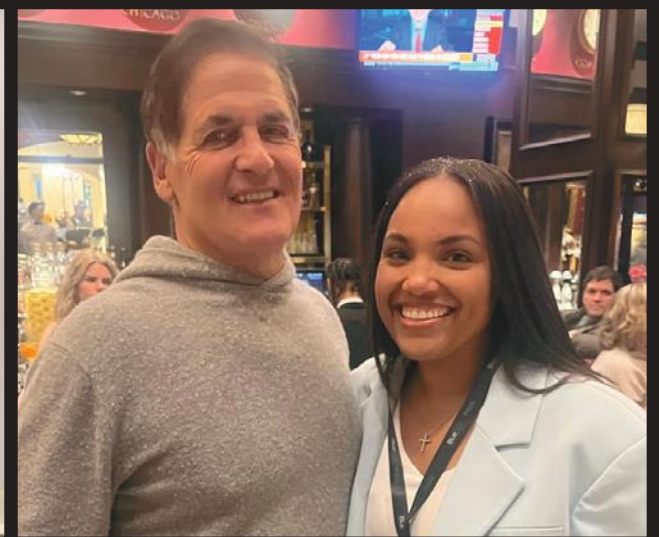
- SPONSOR 50 NEW JRF SCHOLARS, PROVIDING EACH CLASS WITH COMPREHENSIVE SUPPORT SERVICES TO ENSURE THEY GRADUATE FROM COLLEGE AND COMPLETE WITH A PURPOSE
- SCALE JRF SCHOLAR SUCCESS PROGRAMS, DONATING NEARLY 100% GRADUATION RATE BY PROVIDING FINANCIAL ASSISTANCE, MENTORING, CAREER GUIDANCE, INTERNSHIPS AND JOB OPPORTUNITIES.

SUPPORT THE CREATION OF THE JACKIE ROBINSON MUSEUM IN NEW YORK CITY AS A TRIBUTE TO HIS LIFE AS A CHAMPION FOR THE CIVIL RIGHTS MOVEMENT AND A NATIONAL CENTER FOR DIALOGUE ON RACIAL SOCIAL ISSUES AND INNOVATIVE EDUCATIONAL PROGRAMMING.

JRF-STRADA SCHOLARS AND INDUSTRIAL CLASS: BRACK ROWE, L.R. MILES ESTERS (GEORGE WASHINGTON, SARVA WOMACK (ROBINSON UNIVERSITY IN DE LOUIS, LANGSTON OWHAM (NEW YORK UNIVERSITY), ADARSH NARAYAN (UNIVERSITY OF GEORGIA), TERRELL WOODRUFF (SUNY/TAC), VICTORIA LAMACIE (UNIVERSITY OF NORTH CAROLINA-CHAPEL HILL), FRONT ROW, L.R. SAGHA KHAN (UNIVERSITY OF MARYLAND), COLLEGE FROM, TAME LARRY (WVLT), CHLOE BENSON (MILLANOVA), AND MARSHALL STRAWBRIDGE (AMANTIAN COLLEGE).

The Jackie Robinson Foundation

Strada
EDUCATION NETWORK





We celebrate the collaborators — like United Way's Black Professional Leadership Alliance, they are the fabric of our communities, rich with the intertwined threads of our experiences, dreams, and aspirations. They form the bedrock of our collective strength. It is from our shared fabric that leaders emerge, guided by the values of collaboration, innovation, and service. BlueSKY Collaborative is honored to work with these organizations as vibrant examples of what can be achieved when we celebrate this tapestry, uniting in our creativity and commitment to forge a better world. Together, as we connect for good, we create a legacy of empowerment, inspiration, and change that will resonate for generations to come. ●

The need for innovative, community-driven approaches to leadership and problem-solving has never been more acute.

LEFT: Franklyn Baker
Leah King
Dr. Michelle Taylor

RIGHT: Endia De Cordova,
Aaron Walton





HISTORY,

FOUNDED 157 YEARS AGO, Morehouse has been acknowledged throughout its history as a foremost contributor of Black male excellence.



LEGACY...

Producing leaders in all aspects of society and professional life — social activism, politics, religion, the arts, education, business, science, technology, law, medicine, and more — the College has carved a distinctive and unmatched niche in higher education for men of color.

Morehouse College is at a critical juncture in its evolution, and that is why they recently launched a transformational effort to raise **\$500 million for Making Men of Consequence: The Campaign for Morehouse College.**

The goals are ambitious and far-reaching: grow international footprint, modernize infrastructure, recruit new faculty at the top of their fields, and expand abilities to offer scholarship support to any deserving student — all geared toward making a lasting global impact as they continue to produce exceptional leaders for these exceptional times.



MOREHOUSE COLLEGE

PRESENTED BY THE JME GROUP

2024 BENNIE AWARD *Honorees*

 BILLY JONES SR.	 JOHN DAVID WASHINGTON SR.	 THE REV. DR. ARNOLD PARKER SR.
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PLEASE JOIN US AS WE CELEBRATE THESE REMARKABLE HONOREES!

30th ANNUAL
**"A CANDLE IN THE DARK"
Gala**

SATURDAY, FEB. 17 @ 7 P.M.

FOR MORE INFORMATION, PLEASE VISIT WWW.AJCANDLEGALA.ORG





...CONSEQUENCE.

BlueSKY Collaborative Partners was thrilled to support the **36th Annual "A Candle in the Dark" Gala**, celebrating the **157th Anniversary of the Founding of Morehouse College!** Presented by the **The JME Group, LLC**, over 1,500 attendees paid homage to 5 extraordinary Honorees, including **Bennie Awardee, Dale E. Jones '82**, Making Men of Consequence Campaign Chair. The evening concluded with **a record \$5.5M in pledged support**. Kudos to **Chairman Willie Woods, President David A. Thomas, Mr. Henry Goodgame, and the Alumni Engagement leaders.**

THE DIALOGUE WITH DOCTOR Z.

Talking Health Equity Hot Topics with Today's Health Equity Leaders



Christina Anyikwa, MD

www.promdhealth.com
ChristinaAnyikwa@gmail.com

INSTAGRAM: @_thetoxdoc
 LinkedIn: Christina Anyikwa, MD

Dr. Z: Tell us about yourself. Where did you grow up and where did you receive your education?

Dr. Christina Anyikwa: My name is Dr. Christina Anyikwa. I was born in New York but raised in South Florida in the suburbs of Fort Lauderdale. I pursued my undergraduate studies at Spelman College before attending Ross University School of Medicine for my medical degree. Following graduation, I completed my residency in family medicine at the Medical College of Georgia, where I also served as chief resident during my final year. After graduating from residency, I moved to DC and worked as a hospitalist physician. During this time, I began training in medical aesthetics under the guidance of a mentor. Eventually, I transitioned to Baltimore City, where I currently specialize in medical aesthetics.

Christina Anyikwa, MD, specializes in Medical Aesthetics at Baltimore's First Luxury Cosmetic Beauty Bar Boutique, "ProMD Tox Bar." As an HBCU graduate and one of the few African-American female aesthetic injectors, she hopes to promote diversity and inclusion in this field of medical aesthetics and educate her community on ways to age gracefully.

Dr. Z: Ross University School of Medicine is located in the Caribbean, can you tell us a little bit about your experience coming from an HBCU and attending an international medical school?

Dr. Christina Anyikwa: Yes, RUSM is a Caribbean medical school. I went to school for the first year and a half in Dominica in the West Indies, which is unique in itself. Balancing living in a foreign country and the first two years of medical school, which is usually the hardest, can be difficult. However, when faced with the struggles of being wait-listed and not getting into medical school in the States for the first time, RUSM gave me the opportunity to prove myself.

Dr. Z: Are there any downsides to completing your medical training outside of the US system?


Dr. Christina Anyikwa: Returning to the US medical system as a foreign graduate can sometimes pose challenges, which is why I now advise my mentees to consider it as a last resort. During my time at Ross, I completed my third and fourth years of medical school in the US. My third year I spent in Brooklyn, and for my fourth year, I split my time between Miami and

California. I deliberately chose diverse locations for my training to expand my network, interact with residents from various parts of the country, and discern where I wanted to pursue my residency. Moving around during medical school may be a downside to some but I enjoyed this route and would say that this experience was worth it for me.

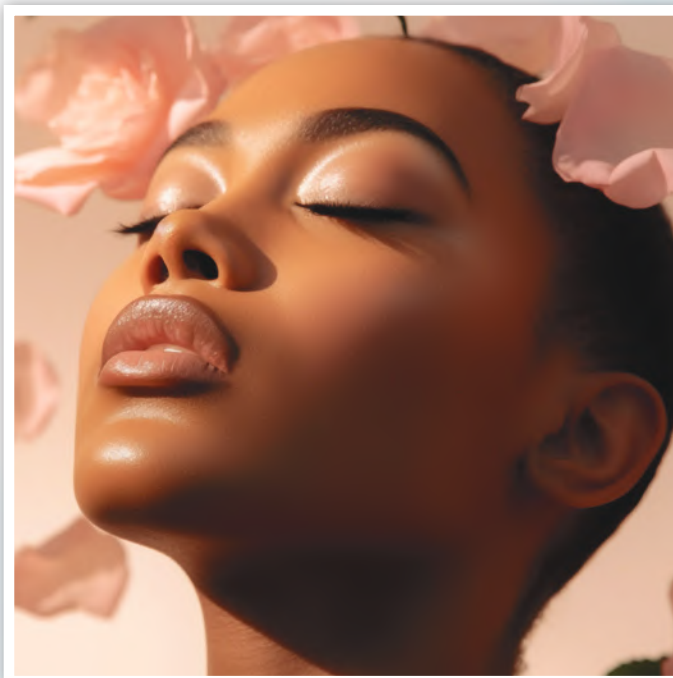
Dr. Z: Do you have any words of advice for pre-med students who are currently applying to school?

Dr. Christina Anyikwa: So one thing my grandmother used to tell me was, "If you can't get in through the front door, you find a window." There are so many different avenues you can take when you're applying to medical school. I didn't get in the first time I applied, mostly because I'm a terrible standardized test taker. So, you have to find your weak spots and do the best you can to improve those spots. And if you can't, then strengthen your application in other areas.

CONTINUES...

A professional portrait of Dr. Zerita C. Buchanan. She is a Black woman with long, dark, wavy hair, smiling warmly at the camera. She is wearing a light blue blazer over a white top, with her arms crossed. A small cross necklace is visible. The background is a soft, out-of-focus light blue and white.

Dr. Zerita C. Buchanan is a fourth-generation dentist and a proud HBCU graduate. Dr. Buchanan received her Doctorate of Dental Surgery from The University of North Carolina at Chapel Hill School of Dentistry and her MPH in Health Policy from Harvard T.H. Chan School of Public Health.



Dr. Z: After residency you decided to pursue medical aesthetics. Can you tell us more about that type of medicine?

Dr. Christina Anyikwa:

Essentially, medical aesthetics is the division of medicine where we focus on "aging gracefully." We perform minimally invasive procedures with dermal fillers to achieve facial balancing as well as neurotoxin injections, with Botox, Dysport, and Daxify, for improvement of wrinkles. We also perform laser treatments, whether for hair removal or facial skin resurfacing and provide medical-grade skincare. There's also a wellness aspect to my practice. We offer nutrition guidance and suggest oral supplements tailored to our patient's needs. We also provide IV fluid therapy for dehydration and muscle recovery, which is very helpful for people who work out extensively.

Dr. Z: The wellness aspect of your practice is very interesting, do you do any type of hormone replacement therapy?

Dr. Christina Anyikwa: Yes, we do offer hormone replacement therapy. Patients experiencing low testosterone levels or women in the perimenopausal or postmenopausal stages with low estrogen and testosterone often seek hormone replacement pellet therapy from us.

Dr. Z: Can anyone come and see you or do they need a referral from their primary care physician?

Dr. Christina Anyikwa: You don't need a referral from your primary care physician. Most patients find us on their own or by word of mouth.

Dr. Z: Do you feel like communities of color have warmed up to the idea of Botox and other injectables, or is there still a lot of hesitation?

Dr. Christina Anyikwa: So, first, I want to say that when Botox first got approved by the FDA back in the early 2000s, patients of color were not the target demographic, and you weren't seeing advertisements of women of color or men of color. If you're not seeing advertisements with people who look like you, you're likely not going to be inclined to seek treatment. Right now, though, this dynamic is changing. I really have to give it to Allergan, the company that created Botox. They started the DREAM initiative, which stands for: "Driving Racial Equity in Aesthetic Medicine". It's a report designed to address the effects of systemic racism in the aesthetic medical field. We know that

the typical American standards of beauty are Eurocentric. So, I entered this field not only to destigmatize aesthetic treatments for patients of color but also to highlight inclusivity in aesthetic medicine because there aren't a lot of black injectors. Diversity and inclusion in this field is essential, not just in advertisements but also in the available providers.

Dr. Z: Any final thoughts you'd like to leave our audience with when it comes to Botox and injectables?

Dr. Christina Anyikwa: A big misconception among people who get injectables is that they're always detectable. When done properly to preserve or restore, they look undetectable. I, personally, have both Botox and fillers, and nobody would know that unless I told them. It's important to remind people that the goal of these treatments is really to look like a more refreshed, and arguably younger, version of yourself. ■

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PART
NERS
HIPS

HIGH
LIGHT

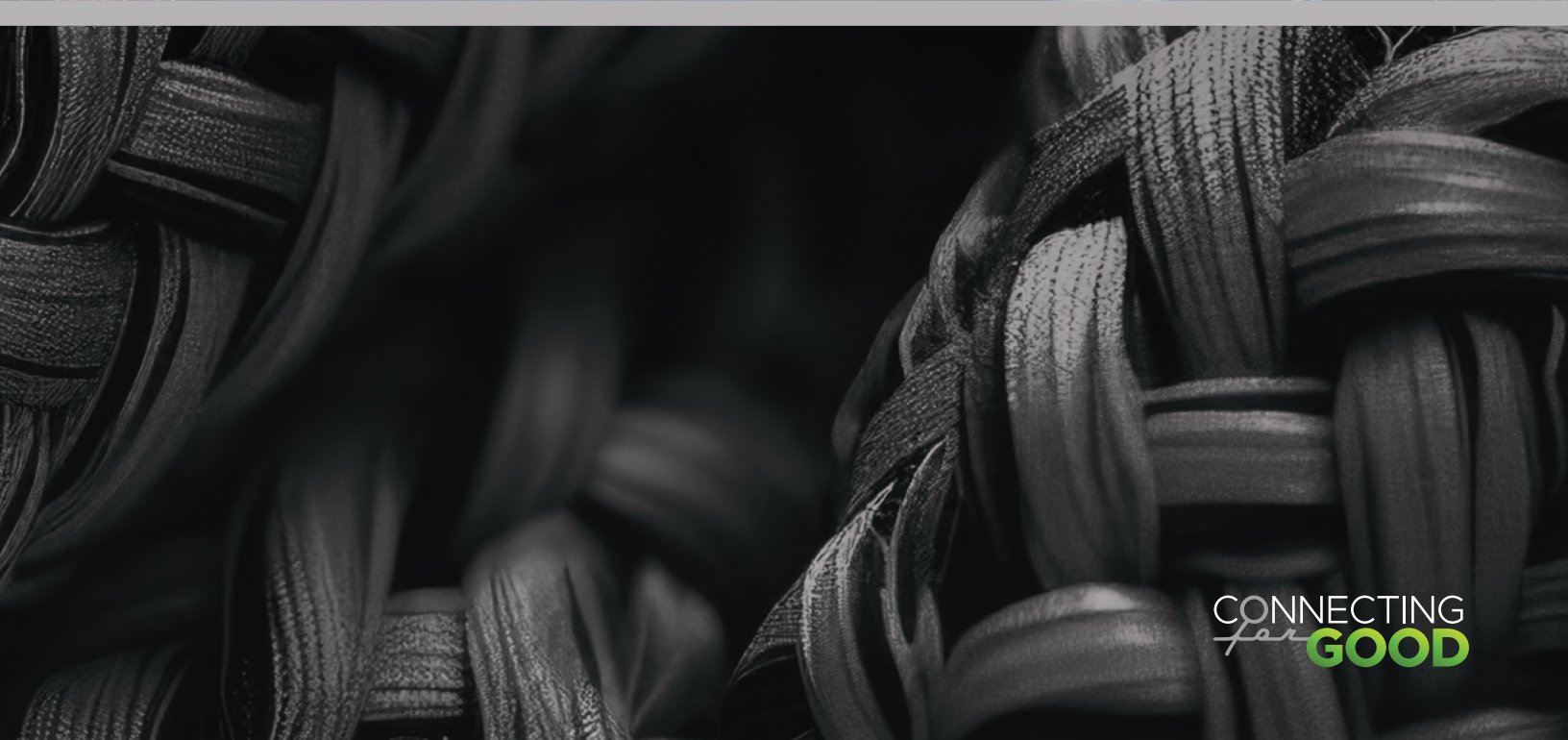
PARTNERSHIPS

These organizations are creating positive impact through unique, innovative programs and powerful partnerships. From scholarships, mentorships, training, and employment opportunities to empowering communities and police to heal trauma, these companies share a vision of a stronger fabric that is community.

Together, we weave together the ideas that lead to a more inclusive tomorrow.



CONTINUES..





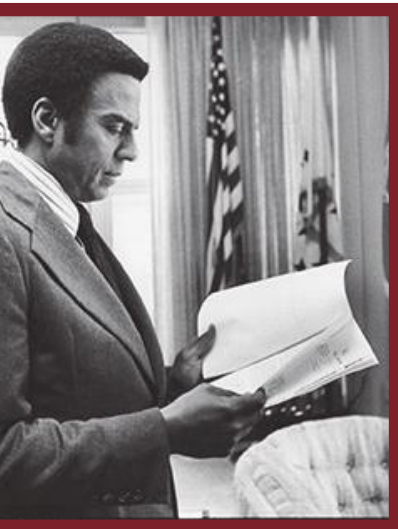
AGENT OF CHANGE

The **Andrew Young Foundation's** mission is to support and promote education, leadership and human rights in the United States, Africa and the Caribbean. The Foundation promotes more **just and prosperous communities in the U.S. and globally** by developing and supporting a new generation of leadership for a multicultural world. The Foundation supports initiatives locally, nationally and internationally in four areas that reflect Young's work as a pastor, activist, ambassador and elected official consisting of Public Service and Advocacy; Civil Rights and Civic Participation; International Humanitarian Initiatives; and Community Engagement.



The BlueSKY team is beyond honored to help advance Ambassador Andrew Young's extraordinary vision for the **Andrew Young Foundation**. Led by global thought leader and **AY Foundation President, Gaurav Kumar** is working to scale impactful initiatives worldwide.

Through the following projects, the Foundation is currently focused upon finding sustainable solutions for food security and fighting malnutrition, job creation, and economic development. These solutions are poised to empower under-served populations and uplift the quality of life in the society worldwide.



LEMNA

Eradicating malnutrition through an abundant protein source known commonly as duckweed and found throughout the world.

AQUAPONICS

A fully portable food security solution for the development of sustainable communities in the U.S. and around the world.

COVID-19

A pilot program in Liberia in which the trace mineral selenium is being used to combat coronavirus by strengthening immune systems.

MISSISSIPPI RIVER

One of Ambassador Young's most ambitious visions would solve infrastructure and flooding in much of the U.S., while creating jobs.

TRADITIONAL MEDICINE

Working closely with medical researchers in the U.S. and Senegal, the foundation is on the cutting edge of alternative medical treatments.

MOBILE HARBOR

A promising solution for port cities which are not equipped to handle larger and larger shipping vessels.

DOCUMENTARIES

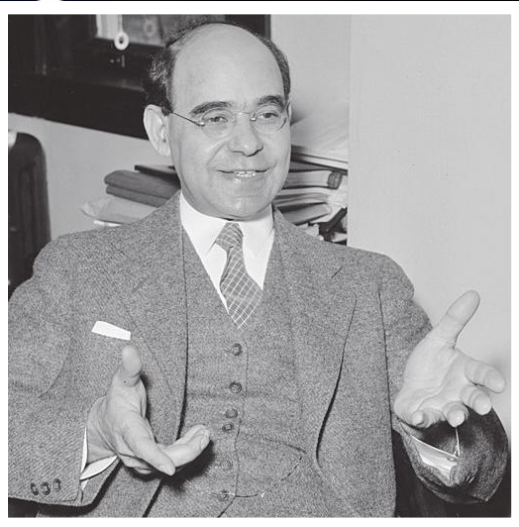
For over a decade, the educational TV series "Andrew Young Presents" has brought viewers positive stories about Africa and Civil Rights.

EDUCATION

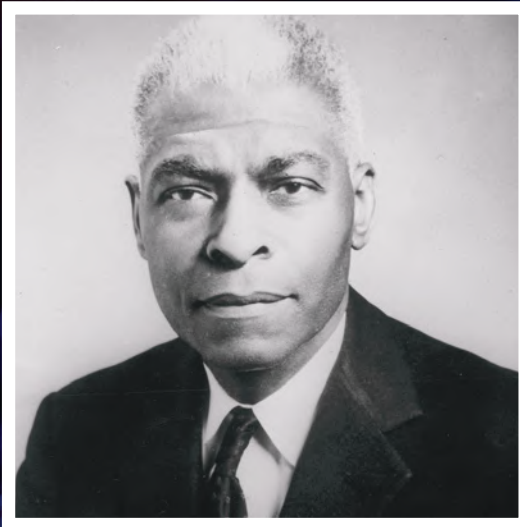
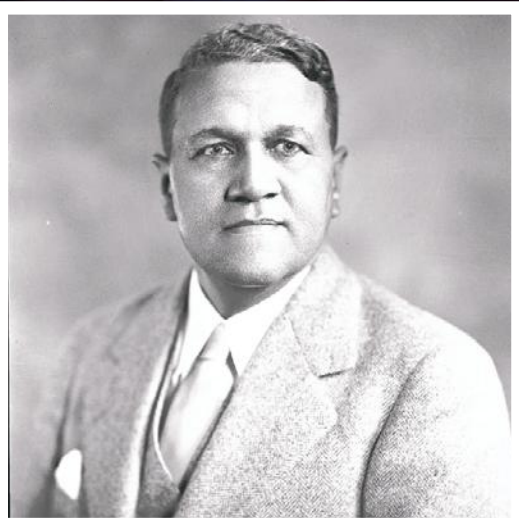
Through donations to colleges and other learning institutions, as well as work with the YMCA, education and youth are a major priority.

CITY OF PEACE

The foundation plans to host Nobel Peace Laureates in Atlanta and make it internationally known as a city of peace.



Develop and increase organizational capacity building to create supportive environments, more culturally responsive approaches and alignment.



Coordinate and unify community services, youth development programming, and support services to help remove barriers and increase engagement.



Convene and collaborate with HBCU's to establish community coalitions, stable and accessible community support systems, and community-led solutions.

HBCUs & YMCA

A Proud Legacy of Developing Nonprofit and Education Leaders

From the early 1900s, Historically Black Colleges and Universities (HBCUs) and The YMCA partnered to strengthen the outcomes and the career pathways to drive a more inclusive economy. Historically, there were student YMCAs on 22 HBCU campuses. Working with BlueSKY Collaborative, the White House and the HBCU Consortium, the YMCA's focus is to build on this history — to revive, reclaim restore and preserve this collective impact.

This strategy is based on research findings from Opportunity Insight's longitudinal study on race and economic opportunity, which showed that neighborhoods where young men of color do well, and as well as whites, shared commonalities: less discrimination, less racial bias, and lower poverty rates. The BYMOC initiative seeks to recreate these equitable communities and the characteristics and conditions present in them.

The YMCA Boys and Young Men of Color (BYMOC) Strategy builds on, and invests in, pathways to success that will inspire and transform personal identities so that boys and young men of color reach their full potential. This initiative began in 2020 with 26 YMCAs in 16 states and will scale to reach 100 cities across the nation. The initiative moved to a full strategy in 2022, adding 28 cities and moved to 54 cities and 25 states in total. Through this strategy, the Y hopes to recreate the kind of equitable communities shown to improve the wellbeing of boys and young men of color, individually and collectively, so they can achieve economic and social mobility in adulthood.

The Y's commitment and conviction to this work launched alongside efforts of our Historically Black Colleges and Universities. The collective impact we seek is grounded in our unique collaborative history of developing strategy to nurture the potential and co-create stronger career pathways for Boys and Young Men of Color.

Together, we will help create equitable pathways to success. Together we will help foster equitable communities, shown to improve the wellbeing of boys and young men of color. Together we will help tomorrow's leaders achieve the economic and social mobility they deserve.

TOP ROW, FROM LEFT:


Dr. Mordecai W. Johnson
Michael DeVaul

MIDDLE ROW, FROM LEFT:

Channing H. Tobias
Dr. Benjamin E. Mays
George E. Haynes

BOTTOM ROW:

Max Yergan

A photograph of a police officer in profile, wearing sunglasses and a uniform with a badge, looking towards a young boy who is also in profile, looking in the same direction. The background is a blurred outdoor setting.

**WE DESIGNED THIS
MODEL WITH A SIMPLE
MANTRA — DO THINGS
WITH EACH OTHER,
NOT TO EACH OTHER.**

CREATING THE SPACE

TrustLab is talking about REAL challenges, in REAL time, creating a forum fostering dialogue and changing mindsets, relationships, and policy for safer, thriving places to live

Founded by Vince Jones Dixon and Matt McNair, TrustLab's mission is to empower communities and police to heal trauma and intentionally design a public safety system that matches our needs, culture, and values. TrustLab's strength starts with proactive leadership, which includes members of law enforcement, corporate and small business, education, and community members — all with a passion to help create positive, impactful and sustainable change. Using globally-tested models of reconciliation, TrustLab nurtures and strengthens relationships between communities and police.

By leveraging strong relationships with police and community members, **TrustLab creates a forum where trust is built organically**, fostering dialogue and changing mindsets, relationships, and policy for safer, thriving places to live.

Rebuilding trust and creating a space for new ideas allows exploration of new approaches to healing. And through collaboration, this model achieves success through a simple mantra — do things WITH each other, not TO each other.



With programs designed for TrustLab by Bill Doherty, founder of Braver Angels — and under the guidance of Bishop John Rucyahana, who has done similar work as President of the National Unity Council — we collaborate with the participants and engage our communities to more deeply heal trauma, build trust, and achieve unity and reconciliation between police and community. In parallel, TrustLab helps co-create a system of sustainable and equitable policing, widely embraced because all parties have true ownership over its creation.

Sustainable, lasting change requires acknowledgment, communication, data and understanding. It involves fostering engagement and creating and nurturing the space for rebuilding trust. And it demands that engagement and trust be put into action; that we recognize opportunities to make changes for the better; and that we implement those changes.

Together. Because when we take action together, we heal together. We trust together. And we build together. **Join us and help create the space to build.**

LEARN MORE

online: trustlab.us



NEW ROUTES LEAD



1315 is shaping the future by developing tomorrow's founders and leaders in supply chain management

In the fast-paced and ever-evolving world of supply chain logistics, it's essential to constantly seek out new ideas and talent in order to stay ahead of the competition. However, sticking to the same old routes will only lead to the same old destination. That's why, at 1315, we're blazing new trails to tap into the boundless potential of talent, energy, and passion that exists in our local communities. By forging partnerships with academic institutions, organizations, and communities, we gain invaluable access to the fresh perspectives and insights of students, researchers, veterans, and industry experts - the brightest minds from an untapped pool of potential.

TO NEW IDEAS



Based in the logistics hub of Memphis, Tennessee — and with roots in Lepanto, Arkansas — **1315 Logistics is a Supply-Chain, Logistics and Transportation 501(c)(3) organization serving Local, Regional and National Markets.** 1315 is led by industry veterans united with a passion for community; advancing equity and education; and providing the insight and resources needed to empower the Next Generation of Founders and Supply Chain Management professionals.

At 1315, we're ready to help bring the Supply Chain Management industry new approaches that promote opportunity, efficiency and participation. We're driving towards a better tomorrow with a goal of creating **Workforce Development and Entrepreneurship Career pathways for 5,000 leaders.** But to move forward, we must embrace change. From process to personnel, trucks to technology, progress certainly will favor the bold. That's why we've created a unique,

3-pronged approach to addressing tomorrow's supply chain management opportunities: **The 1315 OnRamp** is a unique program that meets students WHERE they are and HOW they think; **The 1315 College Future Scholarship (CFS)** provides access to opportunity AND financial support, two critical necessities for success; **The 1315 Focus on Business (FOB)** is forging driver and owner initiatives that have drivers in mind. Today's drivers face real challenges.

ON THE ROAD TO POTENTIAL

There is no one-size-fits-all approach to discovering new ideas and talent in the supply chain logistics industry. By combining various strategies and remaining open to new possibilities, companies can continuously innovate and stay ahead in this dynamic and fiercely competitive field. From untapped talent pools to unique career-readiness programs, 1315 Logistics is excited for new journeys and new destinations.

COMPLETE SUPPORT, PEOPLE TO PROGRAMS

Education is a lifelong journey, and our goal is to provide resources, guidance, and support tailored to meet the unique needs of each individual, regardless of their age or educational background. Whether you're a young student striving to grasp new concepts, a high schooler preparing for college, or an adult seeking to expand your knowledge or a veteran looking at new career opportunities, 1315 provides complete, wrap-around support.

That means fewer boring lectures and traditional approaches, more professional support, hands-on learning, state-of-the-art technology and programming and real-world opportunities.

The road ahead is full of opportunity, and stretches across the nation with untapped potential at virtually every exit. Like any 'road trip', we're planning our journey — and our stops — with purpose and with small steps, to make sure we're focused on the best routes. That's why we're starting with the Nation's key Transportation Hubs, and Organizations and Academic Institutions whose missions perfectly align with ours. Together, our journey will make a REAL impact throughout the communities we serve.



GOVERNMENT KNOW HOW

BioScience

Construction Services

Human Resources

Information Technology

Laboratory Services

Logistics Services

Medical Services

Security and Law Enforcement

Professional Services

Products and Supplies





Specializing in government contracting knowledge and experience, JE Group LLC, led by Dannie James, provides an array of services including leadership and organization development, organization effectiveness, survey research services, government acquisition management training, human resource services, program/project management, professional management training, and administrative management services.

In all the JE Group does, its methodology remains the same:

- Assessment
- Registration
- Education
- Market Strategy
- Relationship
- Prospecting
- Proposal Writing
- Performance
- Contract Administration/Compliance/Management
- Contract Close Out



BlueSKY is honored to collaborate with the JE Group under its' Organization on Demand (OD) business model, in the provision of professional services to the Federal Government and 50+ affiliated Subject Matter Experts. Focusing on collaboration, JE Group works tirelessly with big thinkers who share a vision of equity and opportunity for all communities. From the smallest organizations to the largest corporations, JE Group's focus is constant — to spread knowledge, enhance relationships and expose the potential that the Federal government provides.

Grant Writing 101

Using music and cultural connectivity to make grant writing fun and easy to understand.



Join **CFRE-Certified instructor Kim Bostic** for this interactive and informative session, designed to provide individuals at all levels with the necessary skills and knowledge to **successfully secure funding through grant proposals**. This course, with a **5-STAR RATING** from more than 120 participants, covers topics such as **identifying funding opportunities, writing effective proposals, and navigating the grant application process**. Participants will receive **FOUR CFRE Continuing Education credits** plus an **easy-to-follow writing guide** giving them the tools they need to successfully pursue their next funding opportunity.

CLICK to See my LinkedIn profile! ▶



FOR MORE INFORMATION
bostic.kimberly@gmail.com



FACTS & FORECASTS

An in-depth look at the communities we serve.

COLLABORATION IS UNDENIABLY CRUCIAL FOR INNOVATION, PRODUCTIVITY, AND SATISFACTION IN VARIOUS FIELDS.

These statistics reflect both its benefits and the challenges that come with implementing effective collaborative practices. As technology evolves, finding ways to streamline and enhance collaborative efforts remains a key focus for many organizations.

5x

Companies that promote collaborative working were 5 times more likely to be high performing (Source: Institute for Corporate Productivity).

Employees and executives who cite lack of collaboration and ineffective communication for workplace failures (Source: Salesforce).

82%

25%

Teams that communicate effectively may see a 25% increase in productivity (Source: McKinsey).

Companies who say collaboration leads to innovation and product enhancement (Source: Frost & Sullivan).

36%

39%

Surveyed employees who believe that people in their own organization don't collaborate enough (Source: Queens University of Charlotte).

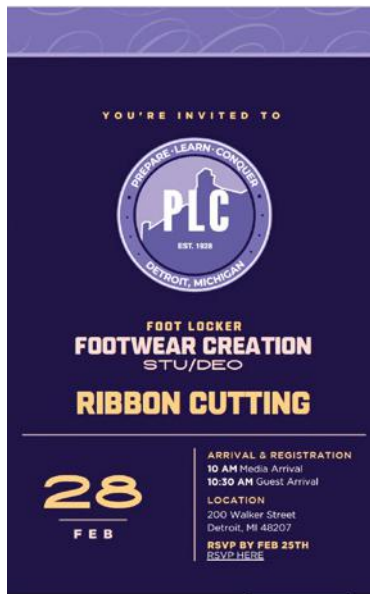
REFLECTIONS

BEEFLECTIONS

PENSOLE LEWIS DETROIT DETROIT, MI

Congratulations to Dr. D'Wayne Edwards, President- PLC Detroit, on the opening of an innovative new Foot Locker Footwear Creation Studio! Detroit has a tremendous legacy of being the most creative city in America. Black designers only represent 3% of the footwear industry. To help achieve more innovation and inclusivity, Dr. D'Wayne Edwards founded PLC Detroit, the only designed focus HBCU, and JEMS, the first Black-owned athletic footwear factory in the U.S.

In the words of Dr. Edwards, "you can't be what you can't see." The PLC mission is to be a light in an industry of need of flair and creative soul in local communities, and especially Detroit, MI. ■

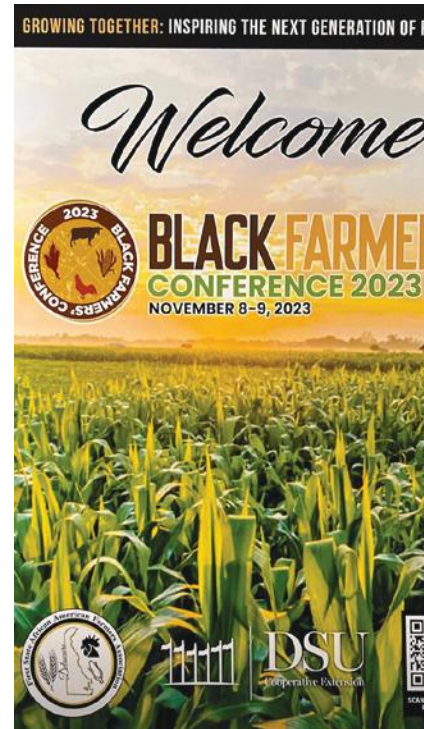




HIGHLIGHTING TWO IMPACTFUL EXPERIENCES RELATED TO AGRIBUSINESS INITIATIVES

Delaware State University hosted an absolutely phenomenal Black Farmer's Conference, convening Farmers/Entrepreneurs, Policy Makers, Students, Industry and Education leaders. The primary goal was to expose bright young leaders to diverse career pathways in Agriculture and provide sustainable support and capacity building to existing Farmers. Kudos to Dr. Cherese Winstead, Dean-College of Agriculture, Science and Technology, Dr. Michael Casson-Dean College of Business, and DSU faculty/staff.

We also had an amazing strategic planning session with leaders from Cheyney University, exploring ideas on scaling the innovative work of Dr. Steven G. Hughes-Director-Aquaculture Research and Education Laboratory. ■



FARMERS.
RS
FOR CONSERVANCE
OF ORIGINATOR



REFLECTIONS BEET RELECTIONS?

WHITE HOUSE HOLIDAY RECEPTION WASHINGTON, DC

Karl and I were beyond honored to attend a White House Holiday Reception with Dr. Jill Biden and President Joseph R. Biden! It was an extraordinary experience, but warmed our hearts to see policy makers: U.S. Senator Chris Coons-DE, Marla Blunt Carter and Brian McGlinchey! ■



Julie Molock and Brian McGlinchey



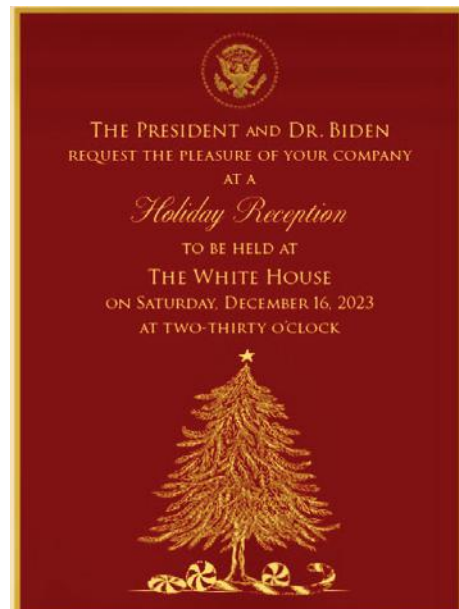
Julie Molock, President Joseph R. Biden, Karl Molock



Dr. Jill Biden and President Joseph R. Biden



Karl and Julie Molock, Marla Blunt Carter, Jordan Carter



Karl and Julie Molock, Neill S. Wright



Senator Chris Coons (DE), Karl and Julie Molock

REFLECTIONS BEEFLECTIONS

CLAFLIN UNIVERSITY ORANGEBURG, SC

Karl was tremendously proud to fellowship with his Claflin University Gamma Nu brothers, during Homecoming! Led by President, Dr. Dwaun Warmack, the University recently celebrated the grand opening of their "state of the art" student center. Shout out to Daryl Graham, SVP-Strada Education Foundation. ■



Claflin University Kappa Alpha Psi brothers (Gamma Nu Chapter)





Claflin University Kappa Alpha Psi brothers (Gamma Nu Chapter)



LASTING LEADERSHIP

Insights on Effective Leadership Development and Coaching

Early in my management career, leadership assigned me an important project that I considered to be a transformational opportunity — if I could successfully complete the assignment. I was confident in my professional ability, but there was just one problem: the scope of work was more technical than my normal responsibilities, and required use of advanced technology platforms.

Unwilling to share my technology inexperience with my team leader, in fear they would reassign the project to another colleague, I started to brainstorm my options. One thing my father told me during one of his many life and professional lessons, was to get to really know your employees as much as possible to deepen engagement and how to best utilize their skills/assets.

As I continued to advance in my leadership journey, I implemented an important practice with all my direct reports...and that was to ask all new employees fill out a questionnaire. The questionnaire asked questions like What do you feel your greatest strengths are? What knowledge would you like to gain from this position? If any, what opportunities for skill development do you seek? Is there anything else that I should know about your career goals that I am not aware of? And this last question was where I was able to accomplish a breakthrough regarding the project I was assigned.

While reviewing the questionnaires from my direct reports, I came across one from a very steady, but quiet and unassuming employee named Sarah. For the question "Is there anything I should know about you that I'm not aware of?" Sarah wrote that she was very advanced with all technology platform applications. This was the break I needed! After having a conversation with Sarah, she explained that she is more comfortable in a position as an individual contributor and would love to be in a position that utilizes her technical skills. I also learned that Sarah only accepted this current position because of a previous job elimination. Sarah was a very reliable performer, but not utilizing her full potential.

She ended up being an integral part of my project assignment, which was completed very successfully. I was also able to make other leaders in the organization more aware of Sarah's talents for additional projects, and as a result, she became an even more motivated employee. Six months later, a special projects position was specifically created for Sarah as an individual contributor.

Discovering the hidden talents of members of an organization is extremely important for a multitude of reasons such as motivation, assistance to reach full potential, career advancement, relationship building, and most importantly, ensuring that they feel valued.

There are multiple ways to uncover hidden talents of team members. Some organizations may use a Skills Assessment tool to not only gauge an employee's potential but gain valuable understanding of unknown skills. If formal skills assessment tools are not routinely utilized, I always recommend that managers ask very simple, general questions, outlined below.

- How would you describe your greatest professional strengths?
- What motivates you daily?
- Are there things you were responsible for in your previous position that you enjoyed that are not a part of the responsibilities in this position?
- Do you have any hobbies outside of work that may be pertinent to this position?
- Are there any other projects, committees, or additional responsibilities that would increase your level of professional satisfaction?
- What don't I know about you?

Even when it came to my two sons with athletics, I instilled in them the importance of letting their coach understand who they were, and all of the talents and knowledge that they possessed, so that their skills could be utilized in the highest and best manner.

Karl

Being a successful leader begins with a strategy for teamwork, the willingness to develop others and the desire to motivate.

— KARL L. MOLOCK
Founder, BlueSKY Collaborative Partners





24th Annual Fellowship Open



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