



Imagining Tomorrow

2019 Annual Meeting

March 6-7, 2019 Benton Convention Center Winston-Salem, NC

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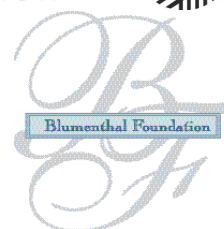
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Day One - Wednesday, March 6

8:00 AM	REGISTRATION & BREAKFAST SNACKS Benton Foyer
9:00 AM - 11:30 AM	WEDNESDAY WORKSHOPS <i>Community Foundations Workshop</i> Winston 1 C <i>Corporate Foundations Workshop</i> Winston 3 B <i>Education Funders Workshop</i> Winston 1 A <i>Health Funders Workshop</i> Winston 3 A <i>Site Visits 101</i> Benton Foyer
11:30 AM - 11:45 AM	BREAK Benton Foyer
11:45 AM - 1:45 PM	LUNCH & OPENING PLENARY <i>Remembering Yesterday</i> Winston 2 Ballroom
1:45 PM - 2:00 PM	BREAK Benton Foyer
2:00 PM - 3:15 PM	CONCURRENT SESSIONS <i>Audit Analysis for Grantmaking</i> Winston 1 C <i>Classrooms, Climate and Cancer: Understanding the Intersection of Pollution and Privilege</i> Winston 1 A <i>Getting Wholehearted</i> Winston 3 B <i>Putting the "Scholar" in Scholarship</i> Winston 3 A
3:15 PM - 3:45 PM	BREAK Benton Foyer
3:45 PM - 5:00 PM	CONCURRENT SESSIONS <i>Building Resiliency through Trauma-Informed Programs and Practices</i> Winston 3 B <i>Integrating Communications</i> Winston 1 C <i>Legal Update for Foundations</i> Winston 3 A <i>Maximum Mission Impact: A Discussion on Place-Based Funding</i> Winston 1 A <i>Leveling Up Your DEI Game</i> Winston 1 B
5:00 PM - 6:30 PM	RECEPTION Benton Atrium
6:30 PM until ...	DINE AROUNDS Off Site

Day Two - Thursday, March 7

8:00 AM	REGISTRATION & BREAKFAST SNACKS Benton Foyer
8:30 AM - 9:45 AM	CONCURRENT SESSIONS <i>A Session for Small Foundations: Management, Operations, Priorities</i> Winston 1 A <i>Achieving Equity Through Better Grantmaking Practice</i> Winston 1 C <i>Better Meetings</i> Winston 3 A
9:45 AM - 10:00 AM	BREAK Benton Foyer
10:00 AM - 11:15 AM	BRUNCH PLENARY <i>Imagining Tomorrow</i> Winston 2 Ballroom
11:15 AM - 11:30 AM	BREAK Benton Foyer
11:30 AM - 12:45 PM	CONCURRENT SESSIONS <i>Opportunities and Threats Along the Philanthropic Investments Arc</i> Winston 1 A <i>Starting with Vision and Values When Imagining the Future</i> Winston 1 C <i>What Gives? Breaking Through Management-Staff Disconnects to Enhance Effectiveness and Advance Equity</i> Winston 3 A
12:45 PM - 2:00 PM	NETWORKING LUNCH Winston 3 B and C

On Twitter?

Connect and share with colleagues onsite and off using this hashtag: **#NCNG2019**

Find us on Twitter: @ncgrantmakers



Wifi is available on **BCC_Guest**

Password: GSeuT3\$t

Parking is complimentary for those staying in the hotel. For others, we have validation cards at the NCNG Annual Meeting registration desk.



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Co-Chair, Marcy Green, Program Director, Impact Alamance

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Valerie Stewart, Director of Organizational Capacity, Blue Cross and Blue Shield of North Carolina Foundation

Lee Storrow, Trustee, Strowd Roses, Inc.

Shaheen Syal, Director of Communications, Z. Smith Reynolds Foundation

Tiffanie Taylor, Program Associate, Burroughs Wellcome Fund

Liz Winer, Trustee, Winer Family Foundation



8:00 AM

Registration

Registration & Breakfast Snacks /// Benton Foyer

Grab your registration packet and a cup of coffee in the Benton Foyer. Light snacks will also be available.

9:00 AM - 11:30 AM

Wednesday Workshops

Community Foundations Workshop /// Winston 1 C

This is a two-part workshop just for Community Foundation staff and board members.

Part I: The Importance and Impact of Giving Circles

Giving circles have become an established philanthropic force for donors of all wealth levels and backgrounds over the past decade. New reports show that donors say they give more, give more strategically, and are more knowledgeable about nonprofit organizations and problems in their communities when they participate in giving circles. In this session for community foundations, we will explore giving circles as a vital piece of the philanthropic puzzle, and learn more about their rise in popularity, implications for the way community foundations currently “do business,” and what we as foundation staff can do to support and attract more collective giving.

Part II: Round Table Discussions

In this session, you’ll have time to talk with your community foundation colleagues about the topics most important to you, including human resources, grantmaking, strategic initiatives, equity and inclusion, development, working with donors and more! Come prepared to share and network with your peers from across the state.

Corporate Foundations Workshop /// Winston 3 B

Laura Collins, KPMG

Corporate funders, this workshop is for you! This three-in-one session will feature a presentation on “What the C-Suite Wants to See from Social Responsibility Efforts,” a conversation about employee engagement and skills-based volunteering, and time to share and network with one another. This session was planned by your peers in corporate philanthropy - join in to build your network of colleagues that wear as many different hats as you do!

Education Funders Workshop /// Winston 1 A

Join your fellow Education Funders for this Wednesday Workshop, created just for you! You’ll hear from the Friday Institute about the study underway to inform the Leandro Commission, and learn about the Schools That Lead and Networked Improvement Communities that were launched this fall.



9:00 AM - 11:30 AM Wednesday Workshops (Continued)

Health Funders Workshop /// Winston 3 A

Dr. Marian Earls, Director of Pediatric Programs, Community Care of North Carolina
Dr. Antonia Monk Richburg, Vice President & Senior Program Officer, Cone Health Foundation
Dr. Betsey Tilson, State Health Director and Chief Medical Officer, NC Department of Health and Human Services
Dana Weston, President and CEO, Rockingham Health Care

Join your health funding colleagues to kick off your NCNG Annual Meeting and Conference experience. You'll hear from Dana Weston, President and CEO of UNC Rockingham Health Care System, about the challenges facing rural communities, and hear from leaders in our state about social determinants of health. There will also be plenty of time to network and share with your peers about your work in health grantmaking.

Site Visits 101 /// Benton Foyer

Joy Vermillion Heinsohn, Assistant Director, Z. Smith Reynolds Foundation

Please note that pre-registration for this session was required.

Back by popular demand! We're headed on a field trip. Join the Z. Smith Reynolds Foundation's assistant director, Joy Vermillion Heinsohn, on a mock site visit to a local nonprofit. Learn how to manage site visit expectations, what questions to ask, what tone to set, how to handle different types of derailments during a site visit conversation and what to be sure to take away from the experience. The session will be held at a nearby nonprofit organization. This will be a fun, skills-based, interactive pre-conference session.

11:30 AM - 11:45 AM Break /// Benton Foyer

The Nourishment Hub is sponsored by McCabe Message Partners

11:45 AM - 1:45 PM Lunch & Opening Plenary

Remembering Yesterday /// Winston 2 Ballroom

Dr. Karl Campbell, Associate Professor of History, Appalachian State University
Thomas Rhyant, Music Maker Relief Foundation

North Carolina's first professional grantmaking organization, The Winston-Salem Foundation, was founded 100 years ago. What was North Carolina like when the philanthropic sector was just beginning to take shape? What has happened since then to get us where we are today? Dr. Karl Campbell, Associate Professor in the Department of History at Appalachian State University, will walk us through the ways history has shaped our state and our work. We'll also hear from Thomas Rhyant, a blues singer and storyteller who will help us bring some of that history to life.



1:45 PM - 2:00 PM

Break /// Benton Foyer

The Nourishment Hub is sponsored by McCabe Message Partners

2:00 PM - 3:15 PM

Concurrent Sessions

Audit Analysis for Grantmaking /// Winston 1 C

Renee Macon, Controller, The Cannon Foundation

This session will explore what an organization's audit reveals about its financial stability. Learn how the auditor's opinion, notes on financial statements, and key financial ratios provide vital information needed to facilitate your organization's grantmaking decisions. Additionally, information in the audit will be compared to that in the tax Form 990. Using a worksheet and case study provided, you will calculate key financial ratios, such as the Current Days of Cash on Hand, Debt to Equity, and Program Expense Ratios, and understand their implications for an organization's survival. This session will be useful for new and experienced foundation personnel.

Classrooms, Climate and Cancer: Understanding the Intersection of Pollution and Privilege /// Winston 1 A

Debra David, Treasurer, Concerned Citizens of Richmond County

Allie Garrett, Associate Program Officer, Z. Smith Reynolds Foundation

Joseph Owle, Secretary of Agriculture and Natural Resources, Eastern Band of Cherokee Indians

Danna Smith, Executive Director, Dogwood Alliance

Investing in work around environmental justice may seem like a strange choice for a health or education grantmaker, but this intersectional issue has ramifications for funders well beyond the environmental arena. Foundations concerned with education, health, equity, and rural communities will learn more about what environmental justice is and how it impacts the issues they care about. You'll hear from nonprofit and community leaders on the ground and get an update on the new Department of Environmental Quality advisory board that will assist in achieving and maintaining the fair and equal treatment of North Carolinians with respect to environmental policies – regardless of their race, religion, or where they live. Join us for this important discussion.

Getting Wholehearted /// Winston 3 B

Rosie Molinary, Author

Note: This session will run 15 minutes longer than others in this time slot.

For many in philanthropy, requests on your time can be overwhelming with multiple nonprofit board service requests, community events, and leadership opportunities coming from all directions. In this 90-minute workshop, learn why saying “no” to non-ideal opportunities is an essential self-acceptance and self-care practice. Discover a powerful way to discern your boundaries through The Wholehearted Continuum, assess your own commitments and work through what changes you may need to make to live more wholeheartedly. Author Rosie Molinary will review empowering ways to say “no” to too many commitments while positively maintaining your relationships.



2:00 PM - 3:15 PM

Concurrent Sessions (Continued)

Putting the “Scholar” in Scholarship /// Winston 3 A

Sarah Battersby, Senior Scholarships & Education Officer, Triangle Community Foundation

Maria Peralta Porras, Student, Guilford College

Scholarships are a vital tool in the philanthropic toolbox - one used by many different types of foundations. If you offer scholarships as a part of your grantmaking portfolio, or would like to, this session is for you. Learn what simple steps to take to help your work make a greater impact for low-income students. You'll hear about the steps taken by the Triangle Community Foundation staff to improve evaluation, and the experience for students, donors and community members. You'll also have a chance to hear from a local scholarship recipient about her experience. Come prepared to share your ideas and discuss challenges with your peers across the state.

3:15 PM - 3:45 PM

Break /// Benton Foyer

The Nourishment Hub is sponsored by McCabe Message Partners

3:45 PM - 5:00 PM

Concurrent Sessions

Building Resiliency through Trauma-Informed Programs and Practices /// Winston 3 B

Dr. Kelly Graves, Owner and Director, Kellin Foundation, and Associate Professor,
North Carolina A&T State University

This program is designed to introduce the concepts and implementation of trauma-informed care as a strategy for building resiliency among vulnerable populations exposed to trauma and toxic stress. Research and clinical evidence show that trauma-informed approaches should include an understanding of trauma and its impact on learning and development. This interactive session will review ACE study findings to provide a foundation for understanding why addressing trauma exposure is essential to overall health, both physical and mental. Participants will leave the session with tangible tips and tools for identifying components of a trauma-informed approach.



3:45 PM - 5:00 PM

Concurrent Sessions (Continued)

Integrating Communications /// Winston 1 C

Shannon Ritchie, Founder and Consultant, Nectar Strategies

Too often, determining ways to communicate new and exciting grantmaking strategies, the good work of our grantees, and other impactful efforts our foundations are undertaking, is an afterthought. During this session, we are inviting foundation leadership, communications staff, and program staff to come together for a collaborative and interactive conversation to think about how you can powerfully advance your mission when you strategically integrate communications and external engagement into your organization's DNA. We'll share essential practices to support your team in clearly defining goals and objectives; creating tailored messages and tactics to reach people you need to learn about your work; and working towards shifts in thought leadership around the issues you care about. This session, facilitated by Shannon Ritchie of Nectar Strategies, will give you time and space to begin working together to cultivate more intentional, supportive, and coordinated communication and engagement efforts.

Legal Update for Foundations /// Winston 3 A

Edward Chaney, Attorney, Schell Bray

Join Edward Chaney of Schell Bray for a discussion of how legislative and regulatory changes may impact philanthropy, including private foundations, donor-advised funds, and public charity grantmakers. Gain a deeper understanding of both proposed and enacted legislation and how to best prepare your organization for success in light of new rules. The presentation will revisit the major changes to tax law from 2017 and how they have been implemented (or not), as well as more recent legislation and IRS guidance. The conversation promises to be lively and, as always, your questions and comments are welcome.

Maximum Mission Impact: A Discussion on Place-Based Funding /// Winston 1 A

Dan Gerlach, President, Golden LEAF Foundation

Tracey Grayzer, President, Impact Alamance

Meka Sales, Director of Special Initiatives, The Duke Endowment

Susan Schwartz, Executive Director, Cemala Foundation

The first thing anyone will tell you about collaboration is, "It is really hard." But collaboration can be a key strategy in helping funders increase their impact and leverage their resources. Join this session to explore how place-based funders and regional funders can collaborate to make progress on various issues at the community level. Panelists will discuss lessons learned, the importance of trust, overcoming challenges, the balance of give and take, and how to keep this important work moving forward.



3:45 PM - 5:00 PM

Concurrent Sessions (Continued)

Leveling Up Your DEI Game/// Winston 1 B

Alexandra McArthur, Consultant, Taproot Foundation and Chair, Board of Directors, National Disability Institute

People with disabilities are an estimated fourth of the US population, yet too often they are not an explicit part of our inclusion efforts. By intentionally including people with disabilities in our statements of diversity, staff, data collection, and funding priorities, we can increase our impact and better serve our communities. New to philanthropy for disability? Join this interactive session, where we will discuss the importance of including disability in existing diversity efforts, identify shared struggles and gaps in this work, and co-create solutions. You'll leave with easy next steps to include disabilities in your existing portfolio - and partners to support you along the way.

5:00 PM - 6:30 PM

Reception

Reception /// Benton Atrium

Sponsored by ClearView Fiduciary Alliance

6:30 PM until...

Dinner

Dine Arouds or Dinner on Your Own /// Off Site

Have dinner on your own, or sign up for a dine around at the registration desk to dine out with your colleagues in downtown Winston-Salem. You'll meet your group leader at 6:30 p.m. in the Benton Convention Center Atrium to walk to dinner. Not sure who you're meeting? Dine-around leaders will have signs, so remember the restaurant you picked!



8:00 AM

Registration

Registration and Breakfast Snacks /// Benton Foyer

Gear up for Day Two with coffee and light snacks - save your appetite for brunch at 10:00 AM!

8:30 AM - 9:45 AM

Concurrent Sessions

A Session for Small Foundations: Management, Operations, Priorities /// Winston 1 A
Sponsored by Foundant

Small foundations can be nimble, adaptable, and proficient in many different arenas. But it can be challenging to tackle big issues with a small staff, while also ensuring compliance with a host of human resources and IRS regulations. This session will showcase the expertise of small foundations within our network. Small foundation staff will host roundtable discussions on topics that are most relevant to those of us trying to maximize impact from within smaller organizations. (For the purpose of this session, we define a “small” foundation as one with 5 or fewer staff members. However, anyone is welcome to attend!)

Achieving Equity Through Better Grantmaking Practice /// Winston 1 C
Melissa Sines, Effective Practices Program Manager, PEAK Grantmaking

Grantmakers occupy a powerful space of power and privilege in the social change sector. As such, they have a unique opportunity – and responsibility – to work pro-actively toward equity and inclusivity. Increasingly, grantmaking institutions are challenging themselves to not just talk the talk, but walk the walk, when it comes to equity. Drawing from PEAK Grantmaking’s research on grantmaker values, demographic data, and grantmaking practice, this workshop will dive into implementing more equitable practices.

Join PEAK Grantmaking as we get specific about the types of grantmaking practices that support – or hinder – equity. During this session, we’ll work through a design-thinking exercise to help us answer the question: If we were to design the grantmaking process to support grantseekers and grantees and contribute to a more just and equitable world, what would that look like?

Better Meetings /// Winston 3 A
Meredith Emmett and Heather Yandow, Lead Consultants, Third Space Studio

Note: This session will run 15 minutes longer than others in this time slot.

We all spend countless hours in meetings. A good meeting can energize a team, catalyze action, and strengthen relationships. A bad meeting can do the exact opposite, causing confusion, frustration, and loss of morale. In this session, learn the five meeting mistakes and how to avoid them, explore tools and tips you can use to move from ideas to decisions, and discover how to make meetings more interactive and inclusive. This 90-minute workshop, led by veteran meeting facilitators, is for anyone who wants meetings to be better.



9:45 AM - 10:00 AM Break /// Benton Foyer

The Nourishment Hub is sponsored by McCabe Message Partners

10:00 AM - 11:15 AM Brunch Plenary

Imagining Tomorrow /// Winston 2 Ballroom

Dr. Jim Johnson, Director, Kenan-Flagler School of Business, UNC-Chapel Hill, Urban Investment Strategies Center

Rosalia Torres-Weiner, Artist, Activist, Community Leader, Red Calaca Studio

As organized philanthropy in North Carolina completes its first 100 years, we now turn our gaze toward the century to come. What changes will the decades ahead bring to our state, and how will those changes impact the people and places grantmakers strive to serve? Jim Johnson, Distinguished Professor of Strategy and Entrepreneurship at UNC's Kenan-Flagler Business School, will help us understand what the future may hold and the implications for philanthropy.

We'll also hear from Rosalia Torres-Weiner, an inspiring artist and activist from Charlotte.

11:15 AM - 11:30 AM Break /// Benton Foyer

The Nourishment Hub is sponsored by McCabe Message Partners

11:30 AM - 12:45 PM Concurrent Sessions

Opportunities and Threats Along the Philanthropic

Investments Arc /// Winston 1 A

Greg Payne, Board Member, BelleJAR Foundation

H. Walker Sanders, President, The Community Foundation of Greater Greensboro

Dennis Stearns, Financial Advisor and President, Stearns Financial

The arc of philanthropic investments is wide and ranges from traditional investing and grantmaking, to socially conscious investing, to ESG (environmental, social, governance) and true impact investing. This session will describe the changing investment landscape, special considerations and due diligence related to various strategies, and opportunities and threats along the investment continuum. Hear a nationally recognized expert on financial planning and investing and how investment managers might respond to future investing weather patterns. NCNG-member panelists will share their experiences and lessons learned from different investment strategies they have employed. This session should be beneficial to foundation staff and board members who have an interest in learning more about the ever-changing investment arena and creative ways to better work your assets and leverage impact.



11:30 AM - 12:45 PM Concurrent Sessions (Continued)

Starting with Vision and Values When Imagining the Future /// Winston 1 C

Gladys Hairston, Program Officer, John Rex Endowment

Scottie Seawell, Vice-President and Co-founder, Leading and Governing Associates

Just as we can use a compass or a map or the Global Positioning System to show us where we are and where we want to go, the public values of liberty, equality, community and prosperity can likewise illuminate our positions and guide our decision making as we navigate toward our preferred future. In this interactive session, participants will be introduced to a public values framework and process you can use to inform your nonprofit capacity building and grantmaking proposals and decisions.

What Gives? Breaking Through Management-Staff Disconnects to Enhance Effectiveness and Advance Equity /// Winston 3 A

Tamir Novotny, Executive Director, Emerging Practitioners in Philanthropy (EPIP)

How can foundation executives better engage their early- and mid-career staff to enhance organizational learning and advance their commitment to diversity, equity and inclusion? We'll explore how early- and mid-career practitioners experience their institutions and how that differs from what executives might perceive. This workshop presents recent research and creates space to identify opportunities for foundations to better live their values and increase their effectiveness at the same time.

12:45 PM - 2:00 PM Lunch

Networking Lunch /// Winston 3 B and C

You may have noticed that the timing of the plenary session looks different this year. By hosting our keynote speaker during brunch, we are able to set aside the lunch hour as an opportunity for you to schedule time with a fellow grantmaker you would otherwise try to catch up with after the conference. Use this time to dine with a colleague and discuss ways you might work together or share with one another as you continue "Imagining Tomorrow" for North Carolina.



Sarah Battersby /// Senior Scholarships & Education Officer, Triangle Community Foundation

/// Putting the “Scholar” in “Scholarship”

Sarah Battersby currently serves Triangle Community Foundation as Senior Scholarships & Education Officer, managing the Foundation’s scholarship program as well as its Youth Literacy focus area and Send a Kid to Camp program, focused on summer learning loss. Sarah joined the Foundation in January 2015 as Scholarships & Donor Services Officer. Prior to joining the Foundation, Sarah worked in higher education in a variety of roles, including career counseling, admissions, financial aid, and student affairs. Sarah is a proud, native North Carolinian from New Bern, NC who graduated from UNC-Chapel Hill with a B.A. in English and a minor in Women’s Studies, and a Master’s in Social Work with a concentration in Management and Community Practice and a certificate in Nonprofit Leadership. Sarah currently gives back by serving as a Social Work Field Instructor for M.S.W. students pursuing internships at the Foundation. In her free time, Sarah enjoys baking, reading, and watching PBS. Sarah serves as the Community Foundations Learning Circle Co-Facilitator for the National Scholarship Providers Association, on the Board of TABLE, and as a Farm Tour volunteer with the Carolina Farm Stewardship Association. She is also a Leadership Triangle Goodmon Fellow.

Dr. Karl Campbell /// Associate Professor of History, Appalachian State University

/// Opening Plenary - Remembering Yesterday

Karl Campbell is Associate Professor of History at Appalachian State University where he teaches courses in North Carolina and Recent United States history. His book *Senator Sam Ervin, Last of the Founding Fathers* (UNC Press) won the North Caroliniana Book of the Year Award for 2007. He has written numerous articles on civil liberties, civil rights, and North Carolina history. In 2003 his essay, “Claghorn’s Hammurabi: Senator Sam Ervin and Civil Rights,” won the Robert D.W. Conner Award for the best article published in the North Carolina Historical Review. In 2012 Appalachian State University presented Karl with the Transforming North Carolina Research Award. Dr. Campbell earned his B.A. in History and Political Science from Warren Wilson College and his M.A. and Ph.D. from UNC-Chapel Hill. His present projects include writing a biography of Governor Luther Hodges and articles on North Carolina in World War One and the Progressive Plutocracy in Tar Heel Politics. Karl lives in Banner Elk with his wife Kathy, who is the minister at Crossnore Presbyterian Church, and his daughter Joanna, who is a graduate student at Duke University.

Edward Chaney /// Attorney, Schell Bray

/// Legal Update for Foundations

Ed Chaney focuses his practice on advising a broad range of nonprofit organizations on key tax and corporate matters, including organization formation and governance, 501(c)(3) tax exemption and ongoing compliance, charitable giving, program-related and impact investing, and complex organizational structures, transactions, and transitions. Mr. Chaney has extensive experience in advising philanthropic organizations on operational and tax compliance matters, including donor advised fund operations, private foundation grant making, and program-related investments. He also advises on the tax requirements for supporting organizations, the structuring of substantial charitable gifts, and the governance of endowment funds. He has counseled philanthropic clients of many sizes and forms, including community foundations, small and large private foundations, national donor advised fund sponsors, and university-related foundations. His clients have included community economic development and affordable housing organizations, colleges and universities, charter school management organizations, public education and advocacy organizations, performing arts organizations, industry associations, and many more. Mr. Chaney speaks, writes, and teaches frequently on the law of nonprofit and tax-exempt organizations. He recently served as an Adjunct Assistant Professor at the UNC School of Law, where he taught the Law of Nonprofit Organizations. Mr. Chaney lives with his wife, Mandy Hitchcock, and their children in Carrboro, and enjoys photography in his spare time.



Laura Collins /// Director, Corporate Citizenship Practice, KPMG

/// Corporate Funders Wednesday Workshop

Laura Collins is a Director of KPMG's Corporate Citizenship practice and also serves the KPMG U.S. Foundation. Laura has worked exclusively with exempt organizations since the early '90's. Laura joined KPMG in 1998 and at that time began working the companies and their charitable endeavors, whether they be directly from the company or through a corporate foundation. During 2017 Laura took on additional responsibilities at the KPMG U.S. Foundation, including serving on the firm's disaster relief task force. She has been part of a team charged with assessing the governance and strategic goals of the Foundation for the Vice Chairman of KPMG. A native of Greensboro, North Carolina, Laura attended Salem College where she received her B.A. in History and Economics. Subsequently, Laura earned her Masters of Science of Accountancy from University of North Carolina at Greensboro. Laura continues to practice as a licensed certified public accountant. She enjoys cooking, walking her dog, and skiing. As a current Board member of ArtsGreensboro, Laura has served as Chair of its Grant Committee and as a member of its Governance Task Force.

Debra David /// Treasurer, Concerned Citizens of Richmond County

/// Classrooms, Climate and Cancer: Understanding the Intersection of Pollution and Privilege

Debra David is treasurer of Concerned Citizens of Richmond County, a grassroots organization dedicated to environmental and social justice issues in the community. Debra is a life-long resident of Dobbins Heights, North Carolina - a community of about 850 people near the border of North and South Carolina.

Meredith Emmett and Heather Yandow /// Lead Consultants, Third Space Studio

/// Better Meetings

Meredith Emmett and Heather Yandow, Third Space Studio's lead consultants, are an intergenerational team that helps nonprofits and foundations navigate current reality with bold strategies and leadership. They work with foundations and nonprofits in North Carolina and across the country. With more than 40 years of combined experience as nonprofit capacity builders, facilitators, trainers, and coaches, they are known for their interactive and creative ways of engaging people in meaningful conversation and thoughtful action. They believe that each client can be great and they are deeply committed to making every meeting fun and productive.

Allie Garrett /// Associate Program Officer, Z. Smith Reynolds Foundation

/// Classrooms, Climate and Cancer: Understanding the Intersection of Pollution and Privilege

Allie Garrett joined the Z. Smith Reynolds Foundation in July 2015 and serves as an associate program officer. In this role, Allie manages the Fostering a Healthy and Sustainable Environment priority area within the Foundation's State-Level Systemic Change strategy, and leads the Community Progress Fund within the Foundation's Community-Based Strategy. Allie also co-leads the Foundation's Community Leadership Council. Prior to joining the Foundation, Allie received her undergraduate degree in Sustainable Development from Appalachian State University. While at Appalachian, Allie coordinated service-learning programs, chaired and served on a committee that aims to reduce the university's carbon footprint, and worked as a Resident Assistant. Allie is a native of North Carolina.



SPEAKER BIOGRAPHIES

Dan Gerlach /// President, Golden LEAF Foundation

/// **Maximum Mission Impact: A Discussion on Place-Based Funding**

Dan Gerlach has served as president of the Golden LEAF Foundation since October 2008. Gerlach has previously served as a legislative budget analyst, nonprofit policy director and senior advisor to the Governor. Gerlach holds an M.P.A. in state and local public finance from the Maxwell School of Syracuse University and bachelor's degrees in economics and English from the University of Notre Dame.

Dr. Kelly Graves /// Owner and Director, Kellin Foundation; Associate Professor, North Carolina A&T State University

/// **Building Resiliency through Trauma-Informed Programs and Practices**

Kelly Graves is the Owner and Director of the Kellin Foundation (a community-based counseling and consulting agency), as well as an Associate Professor at North Carolina A&T State University. As a licensed clinical psychologist, she focuses on risk and resiliency among individuals exposed to violence and trauma. She is an accomplished scholar with dozens of peer-reviewed publications and books. She is one of only a handful of clinicians in North Carolina who received the national certification in trauma-focused CBT. She is a consultant with the Office for Victims of Crime Consultant Network, which is part of the OVC Training and Technical Assistance Center (OVC TTAC) with the United States Department of Justice, recently won the Division 56 Trauma Award with the American Psychological Association, was recently named by the Triad Business Journal as a Top 40 Leader Under 40, and received a special invitation from the White House under the Obama Administration to be part of a think tank group focused on building community safety.

Tracey Grayzer /// President, Impact Alamance

/// **Maximum Mission Impact: A Discussion on Place-Based Funding**

Tracey Grayzer, president of Impact Alamance, leads the organization in its strategic initiatives and partnerships with the community. Tracey worked at Alamance Regional for nine years where she served as the Director of Marketing, Community Relations and Development. Tracey has lived in Alamance County since 2000. She has a Bachelor of Arts in Journalism from Duquesne University in Pittsburgh, PA, and her Master of Health and Business Administration from Pfeiffer University.

Gladys Hairston /// Program Officer, John Rex Endowment

/// **The Culture of Capacity Building**

Gladys Hairston joined the John Rex Endowment as Program Associate in March 2014 and became the foundation's Program Officer in January 2018. She provides program and administrative support for all John Rex Endowment grant programs and program-related initiatives, and manages the Nonprofit Capacity Building funding area and goals. Before joining the John Rex Endowment, she was a Program Officer for the Harvest Foundation of the Piedmont where she managed grants related to health, education, and community vitality efforts in Martinsville, VA. Gladys is originally from Martinsville, VA; she has a B.A. from the University of Virginia in Charlottesville, VA and a M.A. from Wake Forest University in Winston-Salem, NC. As a transplant to the Triangle, Gladys enjoys visiting museums and parks in the area, and enthusiastically attends athletic events at the local universities.



Dr. Jim Johnson /// Director, Kenan-Flagler School of Business, UNC-Chapel Hill, Urban Investment Strategies Center

/// Brunch Plenary - Imagining Tomorrow

James H. Johnson, Jr. is the William R. Kenan Jr. Distinguished Professor of strategy and entrepreneurship and director of the Urban Investment Strategies Center at the Frank Hawkins Kenan Institute of Private Enterprise. His research interests include community and economic development, the effects of demographic changes on the U.S. workplace, interethnic minority conflict in advanced industrial societies, urban poverty and public policy in urban America, and workforce diversity issues. Dr. Johnson examines the causes and consequences of growing inequality in American society, particularly as it affects socially and economically disadvantaged youth; entrepreneurial approaches to poverty alleviation, job creation, and community development; inter-ethnic minority conflict in advanced industrial societies; and business demography and workforce diversity issues. He has published more than 100 scholarly research articles and three research monographs and has co-edited four theme issues of scholarly journals on these and related topics. His latest book is "Prismatic Metropolis: Inequality in Los Angeles." He received his PhD from Michigan State University, his MS from the University of Wisconsin at Madison and his BS from North Carolina Central University.

Dr. Glen Kleiman /// Professor and Senior Faculty Fellow, Friday Institute for Educational Innovation, NC State University College of Education

/// Education Funders Wednesday Workshop

Glenn Kleiman is a Professor at the College of Education and a Senior Faculty Fellow at the Friday Institute for Educational Innovation, both at North Carolina State University. From 2007-2018 he served as the Executive Director of the Friday Institute. Currently, he leads three Friday Institute initiatives on Supporting Student Success in North Carolina, Massive Online Open Courses for Educators (MOOC-Eds), and Computer Science for All. He is also Vice-Chair of the Board of Cary Academy, an innovative, independent middle and high school, and is on the Board of Western Governors' University, North Carolina.

A cognitive psychologist by background (Ph.D., Stanford, 1977), Dr. Kleiman's work in education has spanned basic and applied research, curriculum development, software development, providing professional development for teachers and administrators, policy analyses, and consulting for school districts and state departments of education. He led the development of the 2015 North Carolina Digital Learning Plan for K-12 schools and played a central leadership role in developing the North Carolina Race to the Top proposal, which resulted in \$400 million of federal funding to the state. Dr. Kleiman was previously a member and committee chair of North Carolina Governor Beverly Perdue's eLearning Commission and her Education Transformation Commission. Prior to joining NC State University in July 2007, he was Vice President and Senior Research Scientist at Education Development Center, Inc. (EDC) in Newton MA. He was also on the faculty of the Harvard Graduate School of Education from 1995-2007 and education chair of the Harvard/EDC Leadership and the New Technologies Institutes. In addition, Dr. Kleiman was founder and president of Teaching Tools Software, Inc., an early education technology company based in Palo Alto.

Renee Macon /// Controller, The Cannon Foundation

/// Audit Analysis for Grantmaking

Renee Macon is the controller for The Cannon Foundation, and is responsible for managing its financial operations, as well as human resources and technology support. She earned a B.S. in Accounting and Masters in Business Administration from the University of North Carolina at Charlotte. She is a Certified Public Accountant and a Certified Fraud Examiner. Prior to joining the Foundation, she worked for a federally qualified health center and in the construction and manufacturing industries.



SPEAKER BIOGRAPHIES

Alexandra McArthur /// Chair, Board of Directors, National Disability Institute

/// Leveling Up Your DEI Game

A seasoned nonprofit professional, Alex McArthur (she/her/hers) is a Consultant at the Taproot Foundation, where she advises Fortune 500 companies on implementing high-impact pro bono programs. Previously, she was the National Director of Young Adult and Community Engagement with the Muscular Dystrophy Association and has managed External Affairs at LRN, a firm improving business ethics and culture change. In addition to being named a White House Champion of Change in 2014 and Ms. Wheelchair America in 2011, Alex is honored to serve as the Chair of the board for the National Disability Institute, the Chair of the North Carolina Council on Developmental Disabilities, and a board member of VAE Raleigh. Alex lives in Raleigh, N.C. with her husband and sheepdog and loves a good pun.

Rosie Molinary /// Author

/// Getting Wholehearted

Rosie Molinary uses profound questions and wholehearted connection to empower people to treat themselves well so they can connect with their talents and passions to authentically and intentionally live their purpose and help heal the world. The author of *Beautiful You: A Daily Guide to Radical Self Acceptance* (Seal Press) and *Hijas Americanas: Beauty, Body Image, and Growing Up Latina* (Seal Press), Rosie offers workshops and retreats and speaks on self-acceptance, body image, self-care, media literacy, the Latina experience, and intentional living around the country. A committed activist, Rosie helped found HAMMERS, a non-profit initiative to provide emergency home repair for low income families in her community, and Circle de Luz, a non-profit that radically empowers young Latinas by supporting their transformation through extensive mentoring, holistic programming and scholarship funds for further education.

Tamir Novotny /// Executive Director, Emerging Practitioners in Philanthropy (EPIP)

/// What Gives? Breaking Through Management-Staff Disconnects to Enhance Effectiveness and Advance Equity

Tamir Novotny is executive director of Emerging Practitioners in Philanthropy (EPIP), a community of changemakers working to empower emerging leaders and elevate philanthropic practice in order to build a more just, equitable and sustainable world. Under his leadership, EPIP has adopted a new strategic plan that focuses the organization's work on equity and social justice and adds an advocacy agenda for the success of its diverse membership and for equity in philanthropic practice. Prior to his appointment, Tamir held multiple positions over nine years at Living Cities, where he developed and led portfolios in areas including housing, smart growth, civic technology and local government innovation. Tamir received a Masters in Public Administration from New York University in 2008 and a B.A., magna cum laude, from NYU in Metropolitan Studies in 2006. He serves on the Steering Committee of CHANGE Philanthropy and on the Board of Directors of the United Philanthropy Forum.



Joseph Owle /// Secretary of Agriculture and Natural Resources, Eastern Band of Cherokee Indians
/// Classrooms, Climate and Cancer: Understanding the Intersection of Pollution and Privilege

Joseph M. Owle was born in Sylva, NC and is a lifelong resident of the Cherokee community. A product of the Cherokee Central School system, Joey graduated from Cherokee High School in 2006 and began his collegiate career at Appalachian State University. He received in B.S. in Environmental and Soil Science from the University of Tennessee – Knoxville in 2011. Continuing to North Carolina State University, Joey graduated in 2013 with a Masters of Crop Science, with a focus in Agroecology and Sustainable Agriculture. Upon graduating from NC State, he returned to his community where he landed a job as a contractor with Cherokee Choices, and worked for three years on grants related to agriculture youth development. After a brief stint as the Cooperative Extension Agricultural Agent, Joey was offered the opportunity of a lifetime to serve as the first Secretary for the Division of Agriculture and Natural Resources for the Tribe under Chief Richard Sneed. As the Secretary of the Division of Agriculture and Natural Resources, Joey's responsibilities include the development of an agricultural and renewable energy department for the tribe, as well as the continued expansion of the well-established Office of Environment and Natural Resources. It is an honor to serve in this capacity for the Tribe.

Greg Payne /// Board Member, BelleJAR Foundation
/// Opportunities and Threats Along the Philanthropic Investments Arc

Greg Payne is a BelleJAR Foundation board member and has helped lead rural education grantmaking for BelleJAR and a predecessor foundation for the past 20 years. The BelleJAR Foundation is a family foundation that focuses on U.S. K-12 education, seeking unique and innovative approaches to improve educational outcomes for underserved students. Currently, the Foundation divides funding opportunities roughly evenly between urban settings (largely in the San Francisco Bay area of California) and rural communities in eastern North Carolina and Appalachia. The BelleJAR Foundation welcomes opportunities to collaborate and co-invest with other funders. Greg works with the economic development consulting firm Economic Leadership, LLC, which he joined in 2015 following lengthy experience in commercial real estate, economic development, and land use planning. A native of Charleston, West Virginia, Greg received his bachelor's degree from Duke University, and his Master of Urban and Environmental Planning degree from the University of Virginia. He resides in Mebane, North Carolina.

Maria Peralta Porras /// Student, Guilford College
/// Putting the "Scholar" in "Scholarship"

Maria Peralta Porras is a third-year student at Guilford College, double majoring in Public Health and Sociology/Anthropology with a minor in Spanish. She participates on campus by being involved in student organizations like Hispanos Unidos De Guilford, Define American, and Latinx Impact. Maria participates as a group leader for a yearly conference aimed to help undocumented students go to college called Soy Un Lider. She has also established herself outside campus by participating in a community organizing grassroots organization called Siembra NC. Maria is passionate about serving her Latinx community outside of Guilford and is, therefore, a community scholar. She eventually aspires to take her knowledge outside of the classroom to bring awareness about mental health and sexual health to her Latinx community.

Thomas Rhyant /// Music Maker Relief Foundation
/// Opening Plenary - Remembering Yesterday

Thomas Rhyant uses music to tell the stories of those who came before him, allowing people to not only understand, but emotionally connect with, history. When his 93 year-old mother-in-law came to hear his Sam Cooke show—where he mixes performances of Cooke's music with stories about his life—she threw her hip out dancing. "She couldn't get up the stairs the next day," Rhyant laughs, "but every now and then she asks, 'When are you going to do that Sam Cooke show again?'" Rhyant is well on his way to fulfilling his youthful dream of seeing the world. But now he realizes that the traveling is only a byproduct of his real calling—making people happy by sharing the music he loves, and thereby keeping its history alive.



SPEAKER BIOGRAPHIES

Shannon Ritchie /// Founder and Consultant, Nectar Strategies

/// Integrating Communications

Shannon Ritchie is a policy wonk, digital strategist, and social justice advocate. As a consultant and partner at Nectar Strategies, she guides nonprofit organizations, funders, and movements towards more strategic communication to achieve social and policy change. Her research and professional expertise lie at the intersections of data, technology, and digital media. Prior to starting her work with Nectar, she was Director of Digital and Innovation for AJ Fletcher Foundation and founded SpeakUp NC, a project to elevate public discourse using nonprofit leaders' voices. Previously, she co-founded The Vote Against Project and has worked at City Year and Harvard Law School. She completed her undergraduate education at Wake Forest University, where she served as student body president, and received a master's in public policy from Duke's Sanford School. When she takes a break from the laptop, you'll find her drinking copious amounts of coffee around Durham, soaking up sunshine across the state, and enjoying living room dance parties with her partner Carl and two young children.

Meka Sales /// Director of Special Initiatives, The Duke Endowment

/// Maximum Mission Impact: A Discussion on Place-Based Funding

Meka Sales joined The Duke Endowment in 2007 after working as the childhood obesity program officer at the North Carolina Health and Wellness Trust Fund in Raleigh. Prior to that, she worked as the program director for the U.S. Postal Service Headquarters Health Promotion Program. Sales is a certified health education specialist, and her areas of expertise include prevention and health equity. In 2018, Sales was appointed by N.C. Gov. Roy Cooper to serve on the state's Early Childhood Advisory Council.

H. Walker Sanders /// President, The Community Foundation of Greater Greensboro

/// Opportunities and Threats Along the Philanthropic Investments Arc

H. Walker Sanders is president of The Community Foundation of Greater Greensboro (CFGG). Its mission is to inspire giving, maximize opportunities and strengthen communities for present and future generations. CFGG manages more than \$220 million in assets through 650 component funds and makes grants to nonprofit organizations totaling more than \$15 million annually. In 2017, the Foundation received more than \$20 million in contributions. Since 2012, its assets have increased more than 80% and it has received more than \$100 million in contributions. Sanders is actively working on many community initiatives including the Steven Tanger Center for the Performing Arts and Say Yes Guilford. In addition to these community initiatives, the Foundation is focused on workforce development, civic leadership, housing and arts and culture. CFGG is an active convener of, partner with, and investor in numerous community initiatives, such as the Community Indicators Project, an effort of the Greensboro-High Point Collaborative, and Housing our Community. In addition, it works with hundreds of area families and individuals to fulfill their charitable interests.

Susan Schwartz /// Executive Director, The Cemala Foundation

/// Maximum Mission Impact: A Discussion on Place-Based Funding

Susan Shore Schwartz is executive director of The Cemala Foundation, a family foundation in Greensboro, NC. Cemala is committed to enhancing the quality of life in Greensboro and currently focuses on early childhood development, workforce development, and Greensboro as a destination.



Scottie Seawell /// Vice-President and Co-founder, Leading and Governing Associates

/// The Culture of Capacity Building

Scottie Seawell is Vice-President and Co-founder of Leading and Governing Associates, a leadership, board governance and community engagement consulting firm working with state and local, public and nonprofit officials, boards, universities, and associations in the state of North Carolina and across the country. Scottie recently, consulted on nonprofit capacity building through grants from Impact Alamance and Triangle Community Foundation and on strategic planning, navigation and capacity building with local Smart Start partnerships. She also designed and facilitated community engagement, visioning and strategic planning and navigation efforts with the Craven County, Orange County and Alamance-Burlington Boards of Education and designed and facilitated core values and lay leadership development initiatives with churches in NC and SC. Scottie earned her B.A. from George Washington University and her M.P.A. from American University. Scottie's approach to public engagement and board development build on her experience working at the federal, state and local levels including experience as an Executive Director of a statewide nonprofit association. Scottie and her husband, Phil Boyle, have three, almost grown, daughters.

Melissa Sines /// Effective Practices Program Manager, PEAK Grantmaking

/// Achieving Equity Through Better Grantmaking Practice

Melissa Sines is effective practices program manager at PEAK Grantmaking. In this role, she works with internal teams, external consultants, volunteer advisory groups and partner organizations to articulate and highlight the best ways to make grants and foster effective practices. Prior to joining PEAK Grantmaking, Melissa was the Education and Accreditation Director at Maryland Nonprofits and the Standards for Excellence Institute, where she oversaw nonprofit accreditation and the association's learning community. Melissa is currently a board member at the Maryland Center for Economic Policy and on the advisory board for the Business and Economic Department at the Notre Dame of Maryland University. She has served on committees for Independent Sector, the Association of Baltimore Area Grantmakers, and numerous other nonprofits in her local community. She received her MPA from the University of Baltimore and her BA from Hood College. Melissa is a self-professed nonprofit dork and accidental techie. She is passionate about organizing people and projects to create positive social change.

Danna Smith /// Executive Director, Dogwood Alliance

/// Classrooms, Climate and Cancer: Understanding the Intersection of Pollution and Privilege

Danna Smith is the founder of Dogwood Alliance. For over 20 years, she has been at the forefront of forest protection in the US, leading hard-hitting campaigns and negotiating ground-breaking forest protection commitments from some of the largest companies in the world. She is a leading voice connecting the dots between climate change, forest destruction and social justice and pushing for forest protection in the US at a scale necessary to meet the sustainability challenges of the 21st Century. She holds a law degree from Emory University.

Dennis Stearns /// Financial Advisor and President, Stearns Financial

/// Opportunities and Threats Along the Philanthropic Investments Arc

Dennis Stearns is a financial advisor and the President of Stearns Financial Group, a fee-only investment management and financial planning firm with offices in Chapel Hill and Greensboro, North Carolina. Dennis has been named "one of the leading financial scenario experts and futurists" by the Financial Planning Association. He has regularly participated in think tanks and scenario exercises on impact investing, from the traditional socially conscious investing to ESG (environmental, social, governance) to venture philanthropy and investing foundation assets directly into mission focused social entrepreneurship. An active community leader, Dennis has earned two national Community Service Awards for his work with the YMCAs of Greensboro and Leadership Greensboro. Dennis is a former chess expert and member of one of the winningest Pan-American chess teams in U.S. history.



Rosalia Torres-Weiner /// Artist, Activist, Community Leader, Red Calaca Studio

/// Brunch Plenary - Imagining Tomorrow

Rosalia Torres-Weiner is an artist, activist and community leader in Charlotte, NC. Her art captures the themes, colors and rich symbolism of her native home of Mexico. In 2010, Rosalia shifted the focus of her work from commercial art to art activism, after witnessing the repeated injustices and dysfunction of our immigration system. Her work is featured in the permanent collection of the Smithsonian Anacostia Museum has been exhibited in venues including the McColl Center for Arts and Innovation, Levine Museum of the New South, UNCC's Projective Eye Gallery, the City of Raleigh Museum, the Latin American Center for Arts Gallery, and the Birmingham Civil Rights Institute. Her public murals celebrate the rich history as well as the changing demographics of the South. She also uses her art to document social conditions, and to raise awareness about issues that are affecting immigrant communities such as family separation, access to public education, racism and moving beyond common stereotypes. Her story "The Magic Kite" was adapted by The Children's Theatre of Charlotte, and is also performed as part of her "Suitcase Stories" one-woman show. She has been a featured speaker for the North Carolina ASC, Johnson & Wales University, George Washington University, the National Association of Latino Arts and Culture, and the Southern Foodways Alliance.

Joy Vermillion Heinsohn /// Assistant Director, Z. Smith Reynolds Foundation

/// Site Visit 101 Wednesday Workshop

Joy Vermillion Heinsohn is assistant director for the Z. Smith Reynolds Foundation. In this position, Joy is responsible for managing All For NC: ZSR's Framework for Grantmaking and Learning. She also leads the Foundation's Exploratory, Visionary Ideas Strategy. A native North Carolinian and a graduate of a North Carolina public school, Joy joined the Foundation in 1998. In her time at ZSR, she has worked across all aspects of the Foundation and has led ZSR's strategic planning processes. Prior to starting work with the Foundation, Joy completed internships in the NC Governor's Office and The White House. She has served on the Board of Trustees and Board of Visitors of Wake Forest University, the NC Equal Access to Justice Commission, the Board of the Environmental Grantmakers Association, the Steering Committee of the Funders' Committee for Civic Participation and was a founding member of the boards of the NC Network of Grantmakers, NC Center for Afterschool Programs, and NC Civic Education Consortium. Joy received a bachelor's degree in Politics from Wake Forest University and a master's degree in Public Administration from Harvard University's John F. Kennedy School of Government. The Kennedy School named her a Lucius N. Littauer Fellow for her academic achievement and contributions. Joy is the mother of two spirited children. She and her family reside in Winston-Salem.

Dana Weston /// President and CEO, Rockingham Health Care

/// Health Funders Wednesday Workshop

Dana Weston serves as President of UNC Rockingham Health Care in Eden, North Carolina. Part of UNC Health Care, UNC Rockingham includes a 108-bed community hospital and a 121-bed skilled nursing facility and provides high-quality inpatient, outpatient, emergency, and long-term care to the residents of Rockingham County, Southern Virginia, and the surrounding areas. As President, Weston is responsible for the strategic vision, daily operations, and overall system growth. Originally from St. Louis, MO, Dana received a Master of Healthcare Administration degree from UNC-Chapel Hill and a Bachelor of Science degree in Neuroscience and Behavioral Biology from Emory University. She completed the Administrative Fellowship at Duke University Hospital in Durham, NC, where she also achieved Six Sigma Black Belt training through NC State University.



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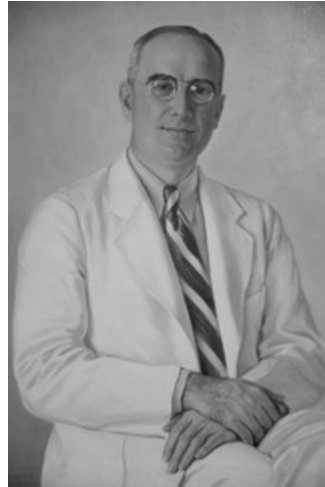
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MD BF The Mary Duke Biddle Foundation

MDBF invests in arts and education in the Triangle region. Arts grants support efforts to strengthen organizations, encourage collaboration, and nurture artistic talent.

K-12 and arts education grants fund programs for underserved students that help them acquire the knowledge, skills, and behaviors they need to succeed in school, career, and life.

2018 Grantees

Chatham County

Hispanic Liaison of Chatham County • Chatham County Arts Council

Durham County

American Dance Festival • Center for Inquiry Based Learning
Durham Arts Council • Communities in Schools of Durham
Community Health Coalition • Choral Society of Durham
Durham's Campaign for Grade-Level Reading • Pleiades Arts
East Durham Children's Initiative • Durham Art Guild
Full Frame Documentary Film Festival/School of Doc
Kidznotes • Triangle Nonprofit & Volunteer Leadership Center
Voices Together • ShaLeigh Dance Works/Bamboo Wind Project

Orange County

Puppet Show • Teachers2Teachers – International
Chamber Orchestra of the Triangle

Wake County

Arts Access • Big Brothers Big Sisters of the Triangle
Communities in Schools of Wake County • Music is Life
NC Theatre • Triangle ArtWorks • The Justice Theater Project
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Cons:

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either.)*

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