



BRIDGING COLUMBIA

FALL 2022



United Way
of the Midlands

The Big Idea

- There is a need for talent recruitment and retention in the Midlands.
- Nonprofit board service is excellent exposure to leadership fundamentals and new networks of professionals.
- Black professionals have various barriers when considering board service.
- Nonprofit board service should reflect the communities being served by the organization.





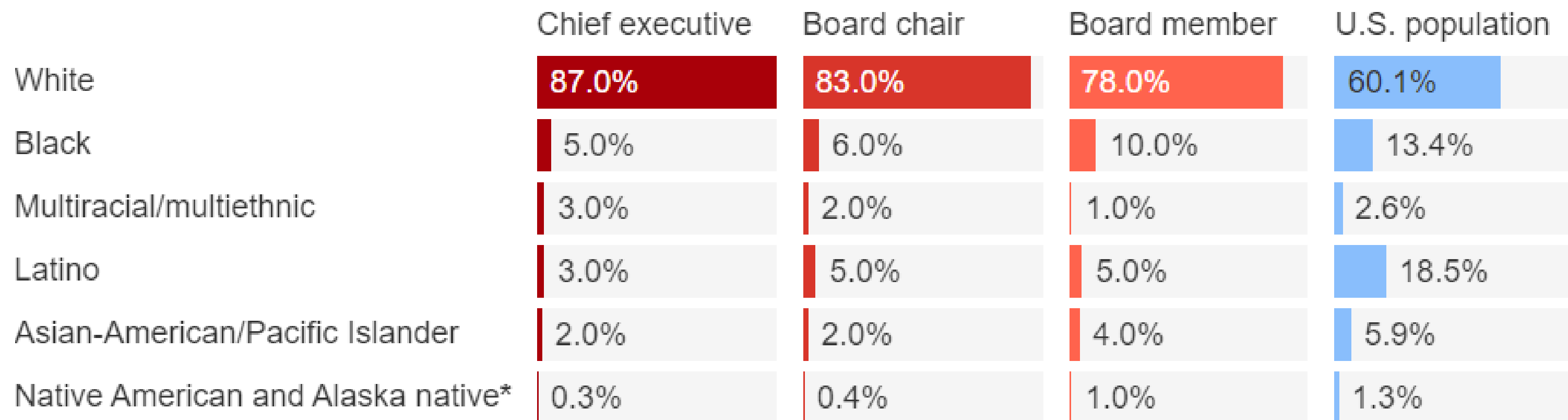
IT'S IN THE DATA

According to a recent study from BoardSource, "**just 6% of nonprofit board chairs identified as Black, 5% as Latino and 2% as Asian or Pacific Islander.**"

Credit: tinyurl.com/nonprofitdiversity

The diversity of nonprofit leadership in 2019

87% of U.S. nonprofit chief executives, 83% of board chairs and 78% of board members were white, versus 60.1% of the country's population, according to the most recent data. Underrepresentation is more severe for some communities of color than others.



Census data for whites exclude people who identify as being Latino and white.

Chart: The Conversation, CC-BY-ND • Source: [BoardSource](#), [U.S. Census Bureau](#) • [Get the data](#) • [Download image](#)

WHY BRIDGING COLUMBIA?

- Local training opportunity
- Offers insight from Black non-profit experts
- Unique experience for Black professionals in the Midlands
- Joint effort across three (3) organizations
- Works to improve local talent retention and recruitment





FALL 2021

21 Graduates with placement/sponsorship on nonprofit boards in the Midlands including:

- United Way
- Columbia Museum of Art
- The Free Medical Clinic
- Habitat for Humanity
- YMCA



MEET A FEW MEMBERS OF THE INAUGURAL CLASS

**SHALAINÉ
ARCHIE**

United Way



**RODNEY
CEPHAS**

Blue Cross Blue Shield



**KIOSHA
BOYLES**

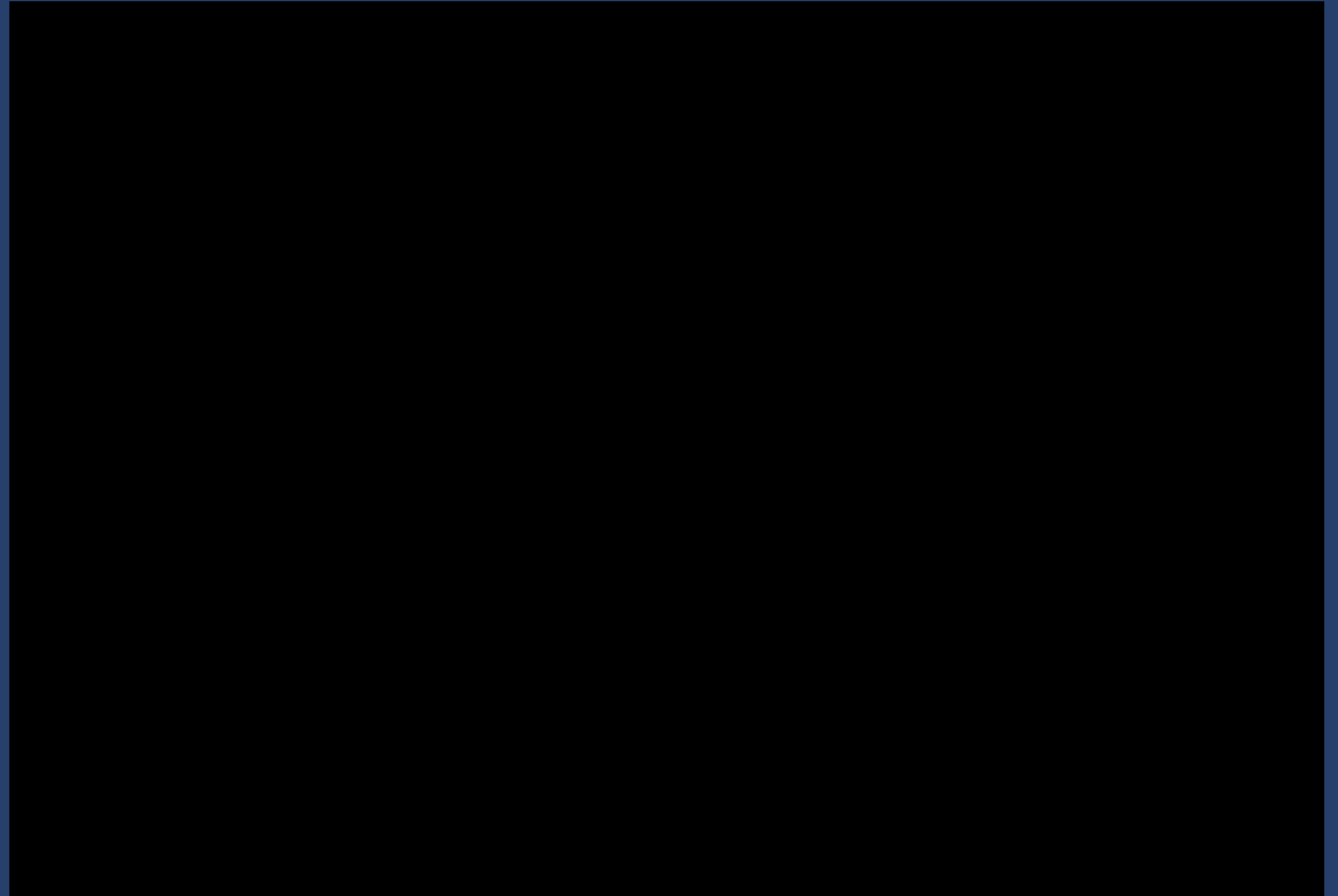
Richland School District 1





KIOSHA BOYLES

Richland School District 1



Rodney J. Cephas

If you are interested in nonprofit board service, then Bridging Columbia is for you. It was empowering to be a part of an experience that was so beautifully tailored to the unique opportunities and challenges facing Black directors. The valuable academic perspective provided through Bridging Columbia was compounded by the incredible level of support. As a participant, I was immersed into a powerful network of instructors, stakeholders, other participants, and nonprofit board members sharing their unique experiences. My participation in this program demystified nonprofit board service. Bridging Columbia inspired me to a higher purpose.

Rodney is serving the community as a board member for YMCA of Columbia and Central South Carolina Habitat for Humanity



Bridging Columbia

OUR 2022 GOALS

Goal 1

Secure program funding and resources to encourage continued program improvement and initiatives

Goal 2

Assist young Black professionals with access and relationships to Columbia's network of leaders

Goal 3

Continued collaboration between Columbia's private and non-profit sectors w/new and emerging leaders.



BRIDGING COLUMBIA FALL 2022 TIMELINE

Summer 2022

- Participant Recruitment
- Selection Complete
- Applicants notified
- First class session

Fall 2022

- September session
- October session
- Networking Social
- November session

Winter 2022-23

- December class
- Graduation
- Board placement



2022 Bridging Columbia Curriculum

- **Sept. 14:** Nonprofit 101 & Duties of Board Members
 - Guest Speakers: Nate Barber and James Bennett
- **Sept. 28:** Strategic Planning and Direction
 - Guest Speakers: Charles Weathers & Midlands Fatherhood Coalition: Angela McDuffie
- **Oct. 12:** Legal Accountability and Transparency
- **Nov. 2:** Diversity Equity Inclusion and Organizational Culture
- **Nov. 16:** Financial Management, Stewardship and Ethics
- **Dec. 14:** Communication, Advocacy and Fundraising
- **Jan. TBD:** Graduation Ceremony

Curriculum based on Together SC's *"Guiding Principles and Best Practices for South Carolina Nonprofits, 4th ed."*

Typical Class Schedule

- 8:30-9:00 Registration, Mingle and Light Breakfast
- 9:00-9:30 Goals of the Day and Team Building
- 9:30-10:30 Expert Speaking About the Topic of the Day
- 10:30-10:35 Break
- 10:35-11:20 Nonprofit Spotlight Focus giving real life examples, case studies, and best practices to the topic of the day.
- 11:20-11:30 Closing



2021 Board Placements

Chelsey Allen

Columbia Museum of Art

Melony Drye

Growing Home Southeast

Dana Quattlebaum

Habitat For Humanity – Adv. Council

Patrick Bennett

Junior Achievement

Shannon Eichelberger

United Way

Rateisha Scott

Vital Connections

Kiosha Boyles

Free Medical Clinic Columbia

Chenita Graham

PALSS Inc.

Daliyl Skinner

Midlands Fatherhood Coalition

Desiree Bygrave

Family Connections

Nyeem McDaniels

Able SC

Teddius Williams

Camp Discovery

Rodney Cephas

YMCA

Khalilah Miller

YMCA

Ebony Young

IT-oLogy

Janel Moore

CCCF – African American
Philanthropy Committee

2022 Board Placement Process

- Sept. Outreach to Columbia Area Non-profit CEOs / Chairs
- Oct. Non-profit Organizations Selected
- Nov. Selected Non-profit CEOs / Board Members invited to socials
with Bridging Columbia Participants
- Jan. Matching Process begins



Opportunities to Support

Please consider supporting Bridging Columbia Fall 2022 with

Session Sponsorships

Underwrite the cost of program sessions

Event Sponsorships

Sponsor a networking social or graduation ceremony for the class

Scholarship Fund

Additional \$1,500 scholarships for entrepreneurial & public service participants

THANK YOU FOR YOUR TIME

For more information about ways to support
Bridging Columbia, please reach out to the contacts below:



United Way of the Midlands
Elliott Epps - eepps@uway.org



Together SC
Ben Bullock - benjamin@togethersc.org



Talented Tenth
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