



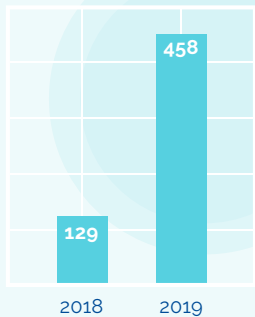
# GROWING TO MEET OUR COMMUNITY'S NEEDS 2019 annual report

↑ 25%

increase in people served



The NCCJ programs team,  
Maria Perdomo and  
Michael Robinson



2018 2019

2019 was a year of growth for NCCJ. Your support helped NCCJ expand and deepen our work to meet the Triad community's increasing demand for our diversity and inclusion programming. Thanks to your belief in our mission and generous support, NCCJ served 5,592 young people and adults – a 25% increase over the previous year!

## NCCJ's "makeover"

Some of this growth was highly visible. In July, NCCJ got a "makeover." We debuted refreshed logos to better reflect who we are today and a new, user-friendly website to help you find what you're looking for (visit [nccjtriad.org](http://nccjtriad.org) to check it out.)

## creating stronger connections with student leaders

We grew our reach and deepened our impact in local schools, expanding our work with students and teachers. In June, our team grew from 5 to 6 people with the addition of program manager Maria Perdomo. Maria (herself an ANYTOWN graduate) works closely with program director Michael Robinson to form stronger relationships with ANYTOWN Ambassadors (the ANYTOWNers who are still in high school.)

They meet with and mentor Ambassadors throughout the year, providing guidance, training and support for these young leaders as they collaborate with their peers, teachers and administrators on projects and initiatives to build more respectful and inclusive school environments.

With two full-time program staff, NCCJ was able to offer a broader menu of programs for schools to choose from, including restorative circle work to help transform conflict as it arises.

### program spotlight

We worked with the **Superintendent's Student Advisory Committee (SSAC)** and the **Guilford County Schools' Peer Mentor Program**, both comprised of student leaders and mentors from across the school district. We focused on helping participants to see themselves as leaders, exactly as they are, and to consider how all the aspects of their identity combine to shape who they are as leaders.

## supporting educators & administrators

In addition to supporting student leaders, NCCJ advanced diversity and inclusion in our schools by working directly with a record number of educators and school counselors. In 2019, our educator programs grew by 255% over the previous year.

We worked with many groups of educators throughout the year, including:

- **K-12 educators** from across Guilford County, through **syngerG's Young Professional Educators Academy (YPEA)**
- **Guilford County Schools' interpreters** who work with second-language learners
- **Greensboro Day School's** faculty and staff
- **High Point University's Masters of Education cohort** (local educators and school administrators earning their Master's degrees)
- **Guilford Technical Community College's** faculty and staff

## resources & plans to keep growing strong

We also grew "behind the scenes." In June, thanks to the extraordinary generosity of hundreds of individual donors, we seeded a brand-new ANYTOWN Endowment. This seed is an investment that we hope to continue growing until, someday, it can fully fund ANYTOWN and ensure that our flagship program continues to serve the Triad in perpetuity.

In September, we refreshed our strategic plan. This essential tool is charting our course and measuring our progress as we continue to grow in response to our community's ever-changing needs. The refresh was the culmination of a months-long collaboration with our board of directors, a diverse group of extraordinary leaders who come from many segments of our Triad community who ensure that NCCJ is both shaped by and accountable to everyone we serve.

Your friendship and support are critical to NCCJ's mission and work. Thank you. Together, we remain dedicated to making the Triad a more respectful and inclusive community for all of us – not just some of us.

In partnership,

The NCCJ Team – Ivan, Maria, Alison, Michael, Gloria and Erika

board of directors

Peter Amidon  
Raleigh Bailey\*  
Si Bell  
Allie Blosser\*\*  
Deborah Jacobs Bost,  
Director At-Large  
Joe Bryant II  
Marchelle Cabbagestalk  
Megan Callahan  
Nora Carr\*  
Suresh Chandra  
Griselda Clark  
Bev Cleveland\*  
Annelise Conway  
John Cross\*  
Patricia R. Cross\*  
Madeleine Dassow\*\*  
Pam Duncan, Director At-Large  
Mona Edwards  
Brian Goldberg\*  
Mark Hale  
Vanessa Haygood\*  
Jenny Heaton  
David Heggie  
Andrew Herman\*\*  
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Cile Johnson  
George Johnson, Chair-Elect  
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Karen Kahn, Treasurer  
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Immediate Past Chair\*  
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Gerard Truesdale\*\*  
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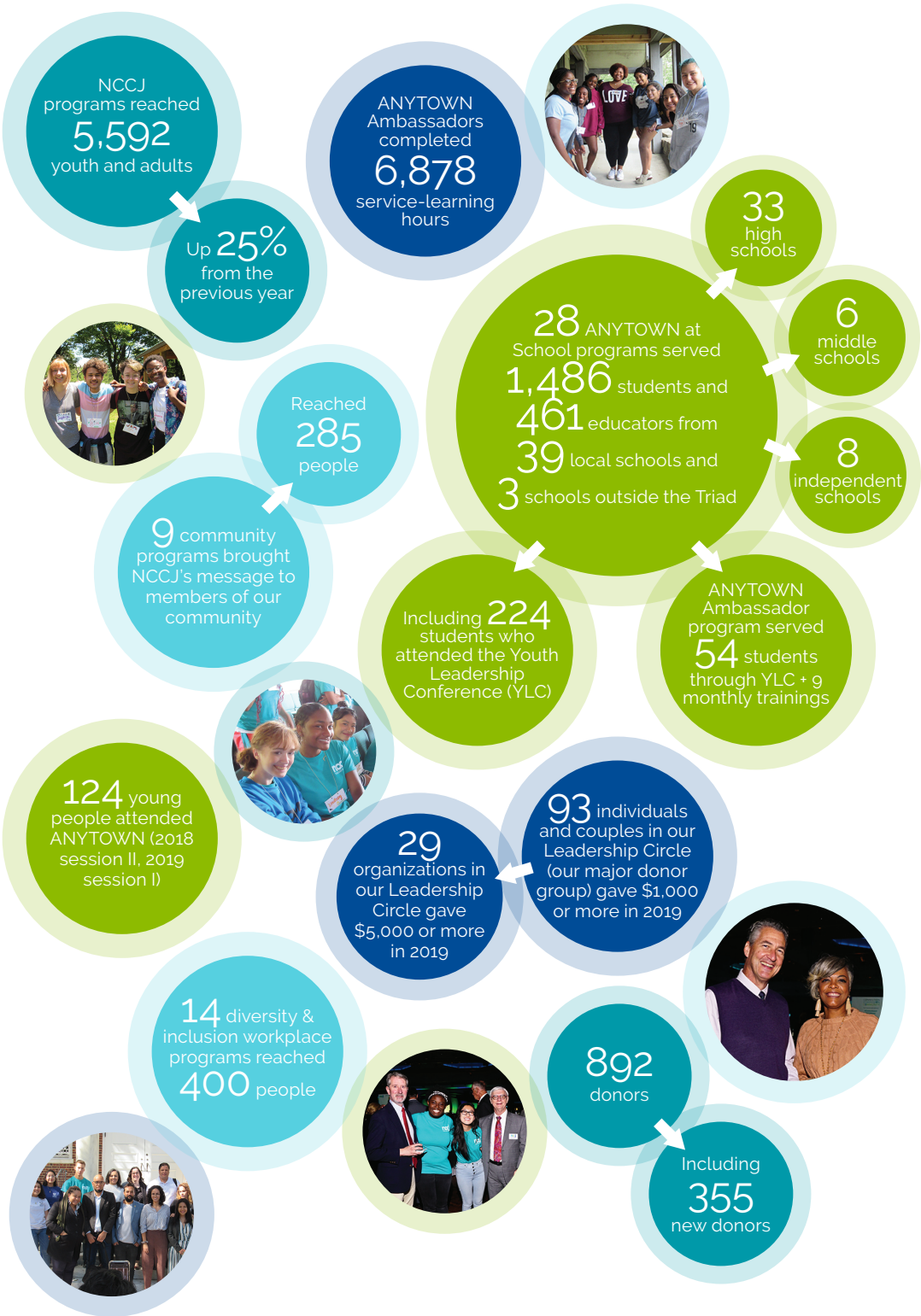
\*recently retired from Board (6/30/2019)  
\*\*recently joined Board (7/1/2019)

our team

As of December 2019  
Ivan Canada, Executive Director  
Gloria Hoover,  
Development Coordinator  
Alison Whitman Jones,  
Director of Administration  
Savannah Newton,  
Campus Greensboro Fellow  
Maria Perdomo,  
Program Manager  
Michael Robinson,  
Program Director  
Sasha Ross, Programs Intern  
Erika Rain Wilhite,  
Development Director

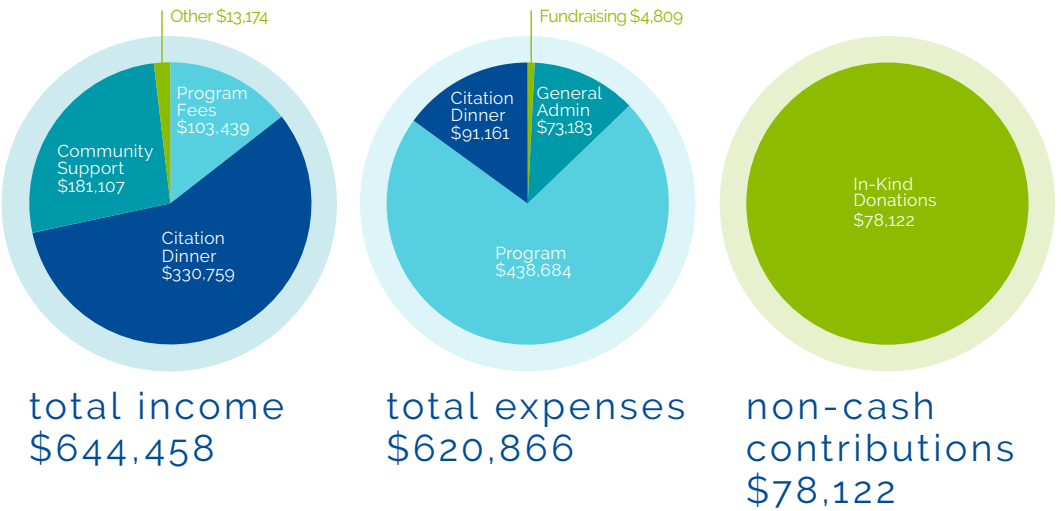
NCCJ by the numbers

2018-19 Academic Year & NCCJ's Fiscal Year July 1, 2018 – June 30, 2019



2018-19 financial summary

2018-19 Academic Year & NCCJ's Fiscal Year July 1, 2018 – June 30, 2019



NCCJ is a registered 501 (c)3 nonprofit. Our audit for the 2018-19 fiscal year was prepared by the independent accounting and consulting firm of Leeper, Kean & Rumley, LLP.



NCCJ promotes understanding and respect among all cultures, races, and religions through education, dialogue, and advocacy. We work to build compassionate and just communities free of bias, bigotry, and racism.  
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